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ABSTRACT

This second edition of an annual summary combines information about the research conducted under contract to the Manpower Administration and the experimental and demonstration programs under the direction of the Office of Research and Development. The merger of the research projects and development programs is now well established and is emphasized by their complete intermixing in this accounting, which was not the case in the 1972 reporting. Since delivery of manpower services appears to be managed increasingly on a decentralized basis, the face to face linkage needed for use of this material is lacking. For this reason the arrangement of the abstracts is made here by subject matter and includes; (1) Sources of Reports on Research and Development Projects, (2) Government Manpower Programs, (3) Other Manpower Development Programs, (4) Target Groups of Manpower Programs, (5) The Labor Market, (6) Manpower Policy and Program Administration, (7) Doctoral Dissertation Research Grants, and (8) Institutional Manpower Research Grants. Indexes containing information on grants and contracts as well as appendixes containing proposal guidelines and legislation governing their formation and content supplement the text. (SN)

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James D Hodgson, Secretary

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CONTENTS

Page

Introduction 1

Sources of Reports on Research and Development Projects 3

1. Government Manpower Programs

Neighborhood Youth Corps and Other Work Programs 5
Occupational Training Programs 15
Public Employment Programs 20
Supportive Services for Workers/Trainees 23
Mobility Assistance 29
Upgrading, Job Restructuring, New Occupations 33
Work Incentive (WIN) Program 43
Other Government Manpower Programs 53

2. Other Manpower Development Programs

Apprenticeship 57
Education 59
Private Manpower Development Programs and Practices 65

3. Target Groups of Manpower Programs

Ex-offenders and Prisoners 71
Racial (Ethnic) Minorities 74
Scientists and Engineers 82
Welfare Recipients and the Working Poor 85
Other Manpower Target Groups 88

4. The Labor Market

Labor Force, Labor Market, and Labor Requirements 97
Labor Market Information 117
Labor Market Processes 124
Quality of Work and Worker Attitudes 127

5. Manpower Policy and Program Administration

Development of Manpower Institutions 133
Manpower, Economic, and Social Policies 143
Planning and Administration of Manpower Programs 155
Utilization of R&D Findings 163

6. Doctoral Dissertation Research Grants 167

7. Institutional Manpower Research Grants 213

Page

Appendixes

A. Guidelines for Submission of Research and Development Proposals . . . 225
B. Manpower Development and Training Act of 1962, Title I, as Amended . 263

Indexes

A. Index of Contractor and Grantee Organizations 271
B. Index of Individuals Associated With Contracts or Grants 275
C. Index of Contract and Grant Numbers. 281
D. Index of Research Subjects. 289

INTRODUCTION

This is the second edition of *Manpower Research and Development Projects.* The previous edition, published in the fall of 1971, was the first to combine research projects, which had made up the contents of eight annual volumes entitled "Manpower Research Projects," with the development projects, previously separately administered as the Experimental and Demonstration (E&D) program. By now the merger of the research and E&D programs, under the direction of the Office of Research and Development (ORD), is well established. This fact is emphasized by the complete intermixing in this volume, which was not the case in last year's, of the research and development project listings.

This volume is being issued at a time when it appears that delivery of manpower services will be managed on an increasingly decentralized basis. In the past it was possible to transmit by personal contact between ORD and the National Office of the Manpower Administration many useful R&D materials which could be translated into policy or practice. The great increase in the numbers of those who will make both policy and operating decisions makes it improbable that such face to face linkage can be managed except in a very few cases. Thus it is imperative that this book be improved as a linking agent with the field, and that it be organized so as to focus on those subject matters of greatest concern.

For this reason the organization of the projects book has been changed dramatically. This year the arrangement is according to subject matters.

This new arrangement should facilitate the utilization of the R&D projects which are listed. Comments on the groupings and suggestions for further improvement will be received gratefully.

Since we expect that this book will be used more by regional, State, and local staffs than in the past, we are making the following comments about how they may get the most out of the book.

1. There are many audiences for R&D work. These include other researchers, policymakers, program administrators, agency staffs including both supervisors and line workers, employers and their staffs, unions and their staffs. Any individual project in this book may be of interest to a limited portion of this total audience.

2. A considerable part of the work listed here is still in progress. Please don't look for reports before they are due. There is seldom anything that can be reported about research projects until they are completed. Some development projects may be worth observing while they are ongoing. Few of these projects are funded to provide much staff time to brief casual visitors, but it may be possible to arrange for site visits if there is something to show. Requests should be made to the utilization division of ORD.

3. More important than the findings of any one project may be the cumulative effect of several in the same area of study. For this reason it is advisable to look at groups of related projects rather than at single pieces of work. ORD has funded the preparation of several syntheses and analyses of such related projects and from time to time will fund others.

This volume represents a new departure in a way other than its subject matter organization. It is produced this year for the first time with the cooperation of the

Smithsonian Science Information Exchange, which has undertaken significant work in preparing and organizing the copy. As always, most of the staff of ORD has been involved in some preparation and editing of copy.

SOURCES OF REPORTS ON RESEARCH AND DEVELOPMENT PROJECTS

PLEASE READ CAREFULLY TO AVOID UNNECESSARY DELAYS IN OBTAINING REPORTS

At the end of each section is a list of reports on projects completed during fiscal years 1970-72. *The limited supply of these reports permits free distribution through the Manpower Administration only on a highly selective basis.* Accordingly, arrangements have been made for sale of the reports through two federally operated information storage and retrieval systems. These arrangements, as well as other sources of the reports and related publications, are indicated in the lists at the end of each section. The key to the abbreviations used there and instructions for obtaining the publications are as follows:

NTIS—National Technical Information Service, Operations Division, Springfield, Va. 22151. Paper copies cost $3 unless otherwise indicated; microfiche copies are $0.95 each. Send remittance with order directly to NTIS and specify the accession number (AD or PB plus a 6-digit number) given in the listing.

ERIC—Educational Resources Information Center, EDRS, Post Office Drawer O, Bethesda, Md. 20014. Copies are priced according to the number of pages. The first price in the listing is for paper; the Mf price is for microfiche. Send remittance with order directly to ERIC-EDRS and specify the accession number (ED or MP plus a 6-digit number) given in the listing.

GPO—Government Printing Office. Send orders directly to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, with remittance for specified amount.

MA—Manpower Administration. Single copies free upon request to U.S. Department of Labor, Manpower Administration, Associate Manpower Administrator, Washington, D.C. 20210, as long as they are available.

Reports on dissertation research grants (listed in section 6) can sometimes be purchased from University Microfilms, Inc., 300 North Zeeb Road, Ann Arbor, Mich. 48102, as well as from NTIS.

Other sources are indicated for a few publications. Order from the specified source or, for books, from bookstores.

In addition, summaries of reports completed after this volume was prepared are available from the Manpower Administration's Office of Research and Development. Copies of the full reports are available for inspection in that office and in regional offices of the Manpower Administration. (See addresses on inside back cover.)

1. GOVERNMENT MANPOWER PROGRAMS

(See also Chapter 3. Target groups of Manpower Programs)

NEIGHBORHOOD YOUTH CORPS AND OTHER WORK PROGRAMS

ONGOING PROJECTS

1.1 AMERICAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION, AND RECREATION
WASHINGTON, D.C.

Contract 41-2-003-11

Dr. Donald E. Hawkins

An Exploratory Study of Paraprofessional Recreation and Park Job Opportunities for the Disadvantaged in the Work Experience, Public Service Careers, and Public Employment Programs

This project seeks to determine the nature and extent of employment of the disadvantaged in park and recreation occupations and the possibility of using manpower development and training programs to increase job opportunities for the disadvantaged.

First, a literature search will be made to assess utilization of the disadvantaged in park and recreation jobs and develop a conceptual framework for classifying data gathered in field investigations. Data on job trends, basic demography, and worker assimilation are to be collected in five jurisdictions chosen to represent maximum variance in agency type, source of funding, nature of community, status of work-training programs, and accessibility of sites and their amenability to use.

Finally, a survey will be made to ascertain the extent to which the findings of the field investigations apply throughout the United States. Barriers, constraints, and problems confronting agency administrators will be examined and possible solutions identified.

Completion is scheduled for May 1973.

1.2 CAREER DEVELOPMENT INTERNATIONAL, INC.
NEWTON, MASS.

Contract 82-25-71-46

Charles D. Orth

Demonstration Project to Design, Develop and Teach a Model Health Care Career Program for the Neighborhood Youth Corps

The project is designed to explore the feasibility and value of developing a year-round, career-oriented, in-school NYC program as a means of assisting youth to remain in school and attain private nonsubsidized employment.

The contractor is providing in-school NYC enrollees with: (1) Year-round work experience and career orientation in meaningful entry-level health-care occupations during their 11th year of high school; (2) strong career orientation to develop a positive self-concept and motivation for staying in school; (3) opportunity for moving from NYC stipends to paid employment in the health-care field while still in school; and (4) guidance in selecting school courses that reinforce or supplement their work experience and career orientation.

Contract period: June 30, 1971, through August 6, 1973.

1.3 EVALUATION TECHNOLOGY CORPORATION
CAMARILLO, CALIF.

Contracts 42-9-003-05 and 42-0-001-05

NYC Goes to a Community College, and Expanding the Model to In-School Components of the NYC Program

In the summer of 1969, 12 community colleges in California cooperated with local Neighborhood Youth Corps sponsors to operate work-and-study programs.

In 1970 the program model was extended to five cities in five States. Youth were recruited from high school juniors and seniors who needed some economic support and some fresh incentive to continued study and effort. The colleges admitted the enrollees to regular and special college credit classes, provided tutoring and instructional support for students needing extra help, provided educational and vocational counseling, and supervised the work of each enrollee. The students passed the college courses with satisfactory grades.

By combining a college environment, college courses for credit, work for pay, and counseling, the great majority of enrollees developed new career plans and new levels of self-confidence.

In 1971 and 1972 special presentations were being made to NYC sponsors and local community colleges so that they could learn about overall design and daily operations and procedures of the model program.

Preliminary findings: The project has produced two reports so far—*NYC Goes to a Community College, 1970 and Summer NYC Goes to a Community College, 1971.*

Contract period: April 1, 1970, through July 31, 1972.

1.4 EVALUATION TECHNOLOGY CORPORATION
CAMARILLO, CALIF.

Contract 42-06-71-01

Demonstration Project to Expand the NYC Goes to a Community College Model to the NYC-2 (Out-of-School) Program

The project is exploring the feasibility of extending the "NYC Goes to a Community College" model to the out-of-school Neighborhood Youth Corps component as a means of enhancing educational-vocational benefits for enrollees.

The contractor is trying out three NYC-2 models involving coordination of services between NYC and community colleges. Model I is a plan for helping individual NYC-2 enrollees obtain immediate entry and make full use of community college counseling and courses in preparing for careers. Model II is a plan for using a vestibule in-group experience on campus before NYC-2 enrollees are assimilated in regular community college programs. Model III is a plan for adapting a total community college program to fit the career preparation needs of NYC-2 enrollees.

Community colleges in Chicago, St. Louis, Phoenix, Denver and in Imperial, Calif., in cooperation with local NYC sponsors, are using the models to conduct work experience and community college study projects for out-of-school NYC enrollees.

A preliminary report, *NYC-2 Goes to a Community College,* describes the basic model and cooperative arrangements between four NYC sponsors in varied locations and their local community colleges for implementing four adaptations from the program model. It also provides guidelines and information on results and accomplishments.

Preliminary findings are that: (1) The program model works, and (2) the combining of a college campus environment, college courses for credit, work for pay, educational and personal counseling, is beneficial to out-of-school NYC enrollees in helping them develop new career plans and new levels of self-confidence.

Contract period: November 1, 1970, through March 31, 1973.

1.5 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Contract 41-0-003-09

Dr. Regis H. Walther, Manpower Research Projects

A Longitudinal Study of Selected Out-of-School NYC-2 Programs in Four Cities

This multiphase study builds upon the researcher's studies of the urban NYC program before the program was changed in early 1970. (See 1.31.) When completed, the present study will have explored whether the new NYC-2 programs result in better adjustment of enrollees to the world of work and how much specific program changes affect outcomes.

In the first phase of the research, the study design was developed and tested with experimental and control groups at each research site. In the second phase, baseline information on NYC-2 was collected in Atlanta, Baltimore, Cincinnati, and St. Louis. The third phase is measuring NYC-2 enrollment effects and experience following the program.

Preliminary findings: The typical youth in the sample was black, under age 18, and had less than 10 years' schooling and no vocational preparation. About half were girls, of whom half were mothers. The NYC-2 enrollees often needed more help than those in the earlier program, partly because they were younger and therefore less employable. Hence, they may benefit as much from being kept in an opportunity structure—the

NYC or some other training experience—as from efforts to enhance their employability.

Phase III is scheduled for completion in June 1973.

1.6 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 42-11-72-04

Dr. Regis H. Walther, Manpower Research Projects

A Study of the Effectiveness of the Graham Associates' Demonstration Project on NYC-2 Education Programing

The objective of this project is to assess the impact and effectiveness of revised education components established by Graham Associates (see 1.8) in a demonstration project involving four Neighborhood Youth Corps programs for out-of-school enrollees (NYC-2).

The grantee will conduct a program of research and will work cooperatively with the four local NYC-2 sponsors participating in the demonstration project. The grantee will develop and identify the research design, instruments, samples, data collection procedures, and data analysis methods to be utilized in the research program.

Grant period: February 4, 1972, through February 4, 1973.

1.7 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 42-11-72-06

Dr. Regis H. Walther, Manpower Research Projects

The Development of a Model for NYC-2 Education Programs

The objective of the project is to develop and test a model or series of models for NYC-2 educational programs in urban areas. The research report of this experiment will describe experience in the development and application of one or more types of NYC education programs, and will generate guidelines for NYC sponsors on the experience gained through the experiment.

The grantee will conduct a program of experimentation and research and will work cooperatively with four local NYC sponsors. The grantee will experiment with three levels of the educational component, with sample groups compared to control groups. Briefly the levels are: (1) Demonstrating that reading can be enjoyable, (2) the remediation of deficiencies, and (3) preparation for the high school equivalency examination.

Depending upon the number of participants involved, either the entire population in each project or—if warranted by the number of participants—a stratified sample of site populations will comprise the study groups in this research.

Grant period: May 26, 1972, through August 26, 1973.

1.8 GRAHAM ASSOCIATES
LAFAYETTE, CALIF.

Grant 42-06-72-02

Gary Graham

Research and Demonstration Project on NYC-2 Education Programing

The objective of this project is to explore the feasibility and value of establishing more effective education components of Neighborhood Youth Corps programs for out-of-school enrollees (NYC-2).

The grantee is working cooperatively with four NYC-2 sponsors who operate programs contracted by the Department of Labor's San Francisco Regional Office. The grantee will attempt to: (1) Show NYC sponsors how to utilize existing education approaches; (2) document the "know-how" needed by local NYC staffs for changing their current ways and replicating alternative educational approaches, and (3) facilitate assessment of the relative effectiveness of use of revised education components in NYC-2 programs.

Grant period: January 31, 1972, through January 30, 1973.

1.9 HIGHER EDUCATION DEVELOPMENT FUND
NEW YORK, N.Y.

Grant 42-36-72-03

Norman R. Palmer

Demonstration Project to Expand the Manpower Development-College Adapter Program Model to the Out-of-School NYC and Other Manpower Programs

This project continues work initiated by the City University of New York under Contract 42-9-007-34, in exploring the feasibility of providing special educational enrichment services to out-of-school Neighbor-

hood Youth Corps (NYC) enrollees as a means of qualifying them for college entrance and linking NYC to the public college system of a major city.

During the initial program development, and now as an established component of the New York City Human Resources Administration's Manpower and Career Development Agency, the project recruits and selects NYC enrollees and other manpower program trainees and provides them with educational enrichment for broader career options and (upon completion) guaranteed admission to the public college system for specific career preparation and advanced opportunity.

In this final phase of project activity, the contractor is undertaking a utilization development effort to show other manpower programs how to strengthen their educational components and thereby provide broader career options for their enrollees.

Grant period: February 1, 1972, through July 31, 1972.

1.10 THE HUDSON GUILD
NEW YORK, N.Y.

Grant 42-1-003-36; Contract 42-36-72-01

Linking Professional and Technical Employers to the In-School NYC Program

This project is exploring, in an NYC-type program, arrangements whereby employers can cooperate in broadening work experience opportunities for in-school "disadvantaged" youth. Professional and technical employers are providing up to 10 hours per week of work experience to in-school NYC enrollees who produce posters, pamphlets, and films related to community issues.

Grant period: November 15, 1971, through August 30, 1972.

1.11 HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Contract 82-05-70-14

Helping Employers Make Use of What Has Been Learned About Sustained Productive Employment of the Disadvantaged

The contractor is seeking to determine how businessmen, social scientists, and others can work to retrieve information on methods shown to be effective for hiring, training, and retaining the disadvantaged and how groups of volunteer businessmen and others can work to encourage the wide adoption of such methods throughout the business community and elsewhere.

The contractor has conducted site visits, interviews, a literature search, and a conference to gather information on, and produce usable descriptions of, effective company programs and methods. Second phase activity is testing a regional technical assistance task force, composed of volunteer businessmen and others, to encourage employers to use effective techniques.

Contract period: March 1, 1970, through February 28, 1973.

1.12 METROPOLITAN CLEVELAND JOBS COUNCIL
CLEVELAND, OHIO

Grant 92-39-72-01

Kenneth O'Connell

Cleveland Executive Sabbatical Program

This project is assessing Metropolitan Cleveland JOBS Council's Executive Sabbatical Program, a new approach to the recruitment, development, and utilization of executives loaned to the JOBS Council by private companies.

Using participant-observer, interview, questionnaire, and other methods, the grantee is analyzing the program to determine: (1) Its value to the JOBS Council, to the companies lending the executives, and to the executives themselves; and (2) its applicability to NABS-JOBS programs in other cities and to other manpower programs. Recruitment and selection of the executives, their in-service training and work assignments, and the long-range effects of the program are among the factors to be studied. A model of the training provided executives will be included.

Grant period: September 1, 1971, through August 31, 1972.

1.13 NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Grant 42-1-004-36

Day Care-NYC Youth Helper Program

This project is exploring the feasibility of integrating in-school Neighborhood Youth Corps enrollees into the staffs of day-care centers. The purpose of this new work experience model is to: (1) Facilitate development of effective work habits; (2) provide exposure to a num-

ber of career opportunities, including those in the field of child care; and (3) better prepare the participating youth for parental responsibilities.

The grantee is establishing special work stations for in-school NYC enrollees at four established day-care centers which provide after-school care for school-age children in kindergarten through the sixth grade. The enrollees are to serve as "youth helpers" and will receive close supervision.

Grant period: June 30, 1971, through June 30, 1973.

1.14 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE MINNEAPOLIS, MINN.

Contract 41-1-001-27

Dr. Guy H. Miles, Division of Social Sciences

Developing Model NYC Programs for Rural Youth

This project builds upon the results of the researcher's earlier study of Neighborhood Youth Corps (NYC) projects for rural youth in the North Central States. (See 1.38.) The present study has three phases, with the following objectives: Phase I, to develop one or more model rural NYC experimental programs based upon the findings of the former research; phase II, to implement these models in selected rural settings; and phase III, to determine the relative effectiveness of the models in comparison with more traditional approaches to NYC in rural areas of the North Central States. (In two separate projects (see 1.15, 1.16), the contractor is doing similar work in the Southeast and the Southwest.)

Phase I has been completed (see 1.39). The entire project is scheduled for completion in June 1973.

1.15 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE MINNEAPOLIS, MINN.

Contract 41-2-001-27

Dr. Guy H. Miles, Division of Social Sciences

Optimizing the Benefits of Youth Projects for Rural Youth in the Southeastern States

Building on the researcher's earlier work (see 1.38), this project is testing hypotheses about the problems that face rural youth living in the Southeastern United States in adapting to working careers and how these problems might be resolved through the Neighborhood Youth Corps and related youth training programs. One or more model NYC programs are being developed for subsequent testing.

The study includes a search of all recent materials dealing with the major education, training, employment and related problems facing rural youth in the Southeast. It is also developing baseline information through interviews with key community leaders and other individuals, working with such youth from Mississippi, Alabama, Georgia, North Carolina, and South Carolina to refine the hypotheses in the earlier work and modify the data collection instrument developed. Data are being collected from a sample of 1,700 youths.

Completion is scheduled for October 1972.

1.16 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE MINNEAPOLIS, MINN.

Contract 41-2-002-27

Dr. Guy H. Miles, Division of Social Sciences

Optimizing the Benefits of Neighborhood Youth Corps Projects for Spanish-Surname and Indian Rural Youth in the Southwestern States

This research project will develop information concerning American Indian and Spanish-surname youth from the rural Southwest that is comparable to the information obtained previously for rural youth in the North Central States (see 1.14). These data will be analyzed to determine the factors that are significantly related to the social and occupational adjustment of these minority group young people. The findings will be studied to determine which of these factors can be altered more effectively through structured government supported youth projects than through other institutions. The findings will provide guidelines from which a model youth program will be developed, together with tentative outlines of model projects that fit within the framework of the model youth program.

The model program and model projects will be uniquely structured to meet the specific problems that face the Indian and Spanish-surname rural youth from the Southwestern States. These models will, to the degree possible, provide a program that will not destroy the unique value systems inherent in the cultural subgroups, but will nevertheless prepare the youthful members of these subgroups for successful adjustment to the world in which they will live as adults.

Contract period: December 15, 1971, through January 14, 1973.

1.17 SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Grant 42-29-72-07

Dr. George D. Wendel, Center for Urban Programs

Operations Research to Monitor-Analyze the Impact and Effectiveness of the "Vocational Exploration in the Private Sector" (VEPS) Pilot Program for In-School NYC Enrollees

This project will follow up on youth enrolled in the 1971–72 VEPS pilot program (VEPS-I) and analyze the impact of revised VEPS guidelines on program operations in 1972–73 (VEPS-II), as a means of determining VEPS outcomes and developing technical materials and instructions and other guides needed to facilitate and make more effective any future expanded implementation of VEPS.

The grantee will: (1) Track the vocational experiences of VEPS-I enrollees through and immediately subsequent to their 12th grade school year; (2) monitor and analyze VEPS-II programing with respect to its administrative organizational patterns, practices for selection of enrollees and job development, work activities at employers, and operations for pre-job orientation/counseling/career exploration; (3) convene a conference of participating VEPS-II agencies; (4) conduct research to compare VEPS-I and VEPS-II experiences with each other and with experiences of other (regular) in-school NYC programs; and (5) develop a refined model and related guide materials for VEPS.

Grant period: June 1, 1972, through December 15, 1973.

1.18 STOCKTON UNIFIED SCHOOL DISTRICT
STOCKTON, CALIF.

Grant 42-06-72-05

Joe Gonzales

Summer/In-School NYC Vocational Exploration Experiment

This project is exploring the feasibility and value of establishing new year-round Neighborhood Youth Corps programs for in-school youth designed to assist these youngsters in making career decisions and establishing more sound occupational objectives.

The grantee will develop summer/in-school NYC operations geared to: (1) "Vocational exploration" so that each enrollee can experience a wide range of vocational areas starting at an early point in high school; (2) involving youngsters in the decision-making process in planning and operating such programs; and (3) having linkages between regular school day activities and requirements and the experience provided by NYC activities after school hours and during summer. The grantee will establish an enrollment level of 75 youth for the year-round experimental program, and will conduct research to assess its impact, utilizing a control group in the research design.

Grant period: March 13, 1972, through March 12, 1973.

1.19 SYSTEMS RESEARCH, INC.
LANSING, MICH.

Contract 42-26-72-09

William B. Baucom

Survey and Analysis of Innovative In-School Neighborhood Youth Corps Program Models

The overall objectives of the project are: (1) To obtain information concerning local in-school NYC program models where enrollees have significant responsibilities and gain vocation, education and social benefits; and (2) to acquire a design for a retrieval system for the regular reporting of information on innovative program models developed in the field.

The contractor will: (1) Identify selection criteria and, in cooperation with the Department, select five innovative/successful program models in each of the regions and the District of Columbia for preliminary examination; (2) conduct an indepth survey and analysis of no more than 3 of the program models in each region and develop a catalog of model and modular "how to do it" guides based on the experiences of the selected local program models; (3) analyze factors causing variations in the success of the program models; and (4) develop a design for an information retrieval system on various aspects of local NYC programs.

Contract period: June 30, 1972, through June 29, 1973.

1.20 WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Contracts 42-9-004-05 and 42-0-002-05

Community Elite Corps

The Community Elite Corps (CEC) is designed to help build a comprehensive youth development and work experience program run by a local community organization and to help develop a model Neighborhood Youth Corps (NYC) program for in-school youth focused on self and community pride and development.

The CEC is a program for in-school 16- to 18-year-old men who were previously ineligible to participate in manpower activities of the Watts Labor Community Action Committee (WLCAC). CEC is related to the WLCAC programs (financed by regular NYC funds) for both in-school 14- to 15-year-olds and out-of-school youth aged 16 to 21. Therefore, the CEC is central to the total design of comprehensive youth development activities at WLCAC for all Watts youth regardless of their school status.

The CEC enrolls in-school youth aged 16 to 18 in activities taking place when enrollees are not directly under jurisdiction of the Los Angeles public schools (after school, on weekends, and during school recess). It is a well-rounded program of vocational exploration, education remediation, work experience, leadership development, cultural enrichment, and recreation, all of which are provided to youth through the framework of a community service and development program, making self-help and group pride a central theme for youth development.

This concept has been implemented by highly visible services and improvements in the Watts area of Los Angeles, including building recreational facilities, providing assistance to senior citizens, leading and supervising younger youth, maintaining community facilities (for example, neighborhood beautification), and participating in the operation of community owned businesses (such as a gas station, supermarket, and credit union).

Preliminary findings: The project has assisted youngsters to stay in school and has developed and completed an unusual array and amount of significant community service work. It has also stimulated leadership development, group pride and a sense of achievement, as evidenced by youth participation each week (including weekends) well beyond the number of paid hours of work. Review of the project by the Manpower Administration led to the development of plans for its transition to regular in-school NYC financing by December 31, 1971.

The second and final phase of the project includes utilization development activities to disseminate the project model to other NYC program operators around the country. Therefore, the project is to develop the necessary guidelines, manuals, technical aids, and other "how-to-do-it" materials needed by NYC sponsors to duplicate the program.

Contract period: December 1, 1968, through September 1, 1972.

1.21 WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Grant 42-06-72-08

Dr. Harold Jones

Development of a Monitoring-Assessment System for the Camp Saugus Residential Youth Opportunity Program

This project will develop a management information system and related monitoring and assessment practices for the Camp Saugus residential youth opportunity program (an NYC-type program sponsored by the Watts Labor Community Action Committee—see 1.26), as a means of improving the program's accountability for performance and outcomes and of facilitating management activities to better the design and linkage of the complex of program services at Camp Saugus.

The grantee will: (1) Review current Camp Saugus program data/information/recordkeeping practices and systems; (2) identify gaps and duplicative practices in selection of needed data/information for monitoring and assessing the program's operations and outcomes; (3) design new data and monitoring instruments and analysis procedures to operate as an integrated and coordinated system; (4) pretest and test the efficiency of the newly designed management information system; and (5) provide staff development and other activities to enable continued operation of the system as a regular component of the Camp Saugus program.

Grant period: June 30, 1972, through June 30, 1973.

COMPLETED PROJECTS

1.22 AMERICAN SCHOLARSHIP ASSOCIATION
NEW YORK, N.Y.

Contract 42-0-003-34

Demonstration Project to Guide In-School NYC Enrollees to Higher Education and Careers in the Health Field

This project explored the potential and value of providing in-school Neighborhood Youth Corps enrollees with a special program of enrichment services and work experience as a means of: (1) Enhancing their work habits; (2) encouraging and motivating them to stay in school and to continue to further their education; (3) qualifying them for entrance into community colleges; and (4) preparing them for careers in the health field.

The contractor, in cooperation with NYC sponsors and medical centers, provided structured work experience, special field trips, workshop discussions, tutorial assistance for college entrance, and continued counseling for in-school NYC enrollees. The contractor has developed guidelines and other "how-to-do-it" materials that will be available late in the summer of 1972.

1.23 EDUCATION AND TRAINING ASSOCIATES, INC. NEW HAVEN, CONN.

Grant 42-0-004-7; Contract 42-1-005-09

A Demonstration Project for In-School Neighborhood Youth Corps Enrollees Employed in Action-Research

In this 2-year project, about 50 participants in the Neighborhood Youth Corps In-School program were trained and given experience in the use of traditional social science research techniques and less traditional, media "research" approaches.

Six high schools in New Haven, Conn., and Boston, Mass., each had 8–10 NYC students in the project. The students met for 2 hours daily after school with a regular faculty member who conducted the training. Because the classes were small and the teachers were selected to be empathetic, there was much informal interaction between teacher and students. Participants were instructed in social science research techniques and were taught how to use video-tape movie, and still cameras as tools for exploring social issues. The research focused on the questions, "Who am I?" and "Where do I fit into the world around me?" Students explored their schools, their communities, and their peers seeking answers to these questions. In addition, formal and informal sessions were set up where students from different schools met to explore these questions.

Work on the media projects (video-taped interviews, slide-tape presentations, and journalistic photo essays), in particular, was designed to permit the students to see immediate, tangible results. This experience appeared to motivate them to move on to more difficult efforts. The work on research helped improve the students' basic reading and writing skills. Finally, the projects were designed to expose students to the world of work; they were expected to attend regularly and punctually, they worked with others in a job-like setting on group projects, and some of the research projects explored work and career issues.

Several of the schools adopted the concepts of the after-school project in classes offered during the day, and the New Haven high schools have expressed some interest in continuing both the in-school and after-hours programs.

1.24 NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC. NEW YORK, N.Y.

Grant 42-0-005-34

Experimental Operations Research on a Monitoring-Assessment System for Youth-Tutoring-Youth E&D Model for In-School NYC Programs

This grant explored the use and value of operating a monitoring-assessment system for youth-tutoring-youth in-school Neighborhood Youth Corps projects. A program of experimental operations research was conducted with experimental and control groups to determine the impact of these projects on both NYC enrollees and the youngsters they tutor.

The grantee tested a monitoring-assessment system during the summer of 1970, and the system was in operation during the 1970–71 school year in conjunction with the in-school NYC program in at least three cities.

The grantee had earlier demonstrated the usefulness of tutoring assignments to NYC enrollees. Low achievers were found to make significant learning gains when suitably trained and put to work as tutors, and the younger low achievers they tutored were found also to have made significant gains. The grantee subsequently provided technical assistance to NYC sponsors installing the youth-tutoring-youth program and provided curricula and supervisory manuals.

Work on the project has been completed and a final report on the findings is expected in the fall of 1972.

1.25 SAINT LOUIS UNIVERSITY CENTER FOR URBAN PROGRAMS ST. LOUIS, MO.

Contract 82-29-71-34

Assessment of Pilot Vocational Exploration in the Private Sector (VEPS) NYC In-School/Summer Program

This project was designed to monitor and analyze the development and operation in seven cities of a new year-round in-school Neighborhood Youth Corps (NYC) program (Vocational Exploration in the Private Sector—VEPS) in order to: (1) Determine if the results warrant continuing VEPS, and (2) develop improved design and guidelines.

Seven operating programs were intensively studied and three field visits made. Data were obtained from enrollee records and through interviewing employers and local participating agencies such as the National Alliance of Businessmen, the Department of Health, Education, and Welfare, and the Department of Labor.

Problems observed in VEPS are specified and changes recommended. The suggested guidelines cover administrative structure and staff, selection of participants, job development, pre-job orientation, counseling and employer contact, and vocational exploration.

The VEPS program "is a significant, meaningful, and successful extension of the NYC basic concept." It is felt that it should be continued in 1972 and further, that with the incorporation of the modifications, it should be implemented in other cities for further testing and perhaps implemented nationwide in 1973.

1.26 WATTS LABOR COMMUNITY ACTION COMMITTEE LOS ANGELES, CALIF.

Contracts 42-9-005-05 and 42-06-71-02

Camp Saugus Residential Job Center

This project explored the feasibility and value of developing a near-city residential work-experience and skill-training program and center which is linked to an in-city community based comprehensive youth development program. The enrollees return home on weekends after their 5-day, round-the-clock stay at the center. A central focus of this residential youth program is that it is work-oriented with wages paid for work and with practices relevant to dealing with workers.

In cooperation with the California Department of Human Resources Development and other community agencies, enrollees (primarily 16- to 21-year-old school dropouts, both men and women) were recruited from Watts and other low-income communities in the Los Angeles area. At Camp Saugus—a facility located 40 miles from the home area of the enrollees—a comprehensive program of work activities was integrated into and coordinated with classroom vocational training conducted by community work-crew chiefs and Los Angeles school system instructors. Work activities, including on-the-job training, were conducted both at the residential center and at facilities of various public and nonprofit private employers and agencies and were geared to facilitating job placement.

Camp Saugus' vocational training courses and related work activities included automobile mechanics, commercial cooking, office occupations, licensed vocational nurse, carpentry, horticulture, and several new training courses in health occupations, including dental assistant. As a result of the positive response to training in the health field, the Rockefeller Foundation has provided funding for expansion of this area.

Camp Saugus is an integral part of a complex of manpower-community-economic development programs run by the Watts Labor Community Action Committee (WLCAC). In addition to daily work at the camp, enrollees in their final phase of training are able to gain related on-the-job experience at WLCAC nonprofit businesses—a restaurant, auto service stations, supermarkets, a credit union, and a construction and landscaping company. Through this work, enrollees participate in the economic-physical-social betterment of the Watts community.

WLCAC business enterprises have already provided permanent jobs (averaging $130 per week) to graduates of the Saugus program. The paramedical training program prepares future staff for the Martin Luther King, Jr., Hospital in Watts. Also, WLCAC is now planning several other community owned businesses to serve as permanent job placement resources for Saugus Graduates.

Camp Saugus is an important partnership between a community action manpower sponsor and the education establishment to help develop the human resources needed for the economic renewal of Watts.

A final report is expected to be completed by December 1972.

REPORTS

1.27

Bureau of Social Science Research, Inc.—Leonard H. Goodman and Thelma D. Myint, No. 41-7-007-09.

The Economic Needs of Neighborhood Youth Corps Enrollees

NTIS—PB 186526; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—60 cents); "Youth Corps Pay—Where It Goes," *Manpower,* February 1970, pp. 29–31.

1.28

Education and Training Associates, Inc.—Ralph A. Paolillo, Jr., 42-1-005-09.

In-School Neighborhood Youth Corps Project in the Area of Action-Research

NTIS.

1.29

Evaluation Technology Corp.—Nos. 42-9-003-05 and 42-0-001-05.

1. NYC Goes to a Community College, 1970

NTIS—PB 202932.

2. Summer NYC Goes to a Community College, 1971

NTIS—PB 202931.

No. 42-06-71-01
NYC-2 Goes to a Community College

NTIS.

1.30

Fordham University—Mary G. Powers, Gerald M. Shattuck, and Charles Elliott, No. 41-7-010-34.

The Job Supervisor's Role in Neighborhood Youth Corps Programs for Out-of-School Youth

NTIS—PB 194771.

1.31

George Washington University, The—Regis H. Walther, No. 41-7-004-09.

A Study of the Effectiveness of Selected Out-of-School Neighborhood Youth Corps Programs, Phase III (A Study of NYC-1 Projects)

NTIS—PB 187933.

1.32

George Washington University, The—Regis H. Walther, No. 41-0-003-09.

A Longitudinal Study of Selected Out-of-School NYC-2 Programs in Four Cities

NTIS—PB 210176 (phase I); 210177 (phase II).

1.33

Hospital Research and Educational Trust of New Jersey—No. 92-32-70-01.

Student Health Opportunities Program, A Summer Youth Employment Program

NTIS—PB 199112.

1.34

Michigan, The University of—Robert L. Kahn and Robert P. Quinn, No. 41-8-002-24.

Turnover and Training: A Social-Psychological Study of Disadvantaged Workers

NTIS—PB 194775.

1.35

Minnesota, University of—Richard E. Sykes, with chapters by Popie Mohring, Fraine Whitney, and Duane Wallen, No. 41-7-008-25.

A Pilot Study in Observational Measurement of Behavioral Factors Associated with Increased Employability of Out-of-School Neighborhood Youth Corps Enrollees

NTIS—PB 189034.

1.36

National Commission on Resources for Youth, Inc.—No. 42-0-005-34.

Experimental Operations Research on a Monitoring-Assessment System for Youth-Tutoring Youth E&D Model for In-School NYC Programs

MA/ORD (Forthcoming).

1.37

New York, The City University of and National Committee on Employment of Youth—No. 42-9-007-34.

1. Enrichment Services to Qualify the Disadvantaged for College Entrance

NTIS—PB 199086.

2. Evaluation Report: The City University of New York College Adapter Program

NTIS—PB 203524.

1.38

North Star Research and Development Institute—No. 41-7-006-25.

1. Survey of Recent Literature Relevant to Optimizing the Benefits of Neighborhood Youth Corps Projects for Rural Youth by Guy H. Miles

NTIS—PB 184980.

2. Phase I—Optimizing the Benefits of Neighborhood Youth Corps Projects for Rural Youth by Guy H. Miles

NTIS—PB 184977.

Final Report on Optimizing the Benefits of Neighborhood Youth Corps Projects for Rural Youth—Phase 2: A Follow-Up Study of 1,144 Young Adults by Guy H. Miles, William F. Henry, and Ronald N. Taylor

NTIS—PB 185881; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—60 cents).

1.39

North Star Research and Development Institute—Guy H. Miles, No. 41-1-001-27.

Developing Model NYC Programs for Rural Youth, Phase I

NTIS—PB 202826.

1.40

Saint Louis University—No. 42-8-005-27.

A Guide for Summer Youth Employment Programs

NTIS—PB 199519.

1.41

Saint Louis University—No. 82-29-71-34.

Assessment of Pilot Vocational Exploration in the Private Sector (VEPS) NYC In-School/Summer Program

NTIS.

1.42

Staten Island Mental Health Society—Wallace Mandell, Sheldon Blackman, and Clyde E. Sullivan, No. 41-7-009-34.

Disadvantaged Youth Approaching the World of Work: A Study of NYC Enrollees in New York City

NTIS—PB 189015; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—60 cents).

1.43

Watts Labor Community Action Committee—Nos. 42-9-005-05 and 42-06-71-02.

Camp Saugus Residential Job Center

MA/ORD (Forthcoming).

1.44

Wayne State University—Hjalmar Rosen and John E. Theahan, No. 81-24-68-24.

A Group Orientation Approach for Facilitating the Work Adjustment of the Hard-Core Unemployed

NTIS—PB 188045; R. A. Hudson Rosen, "The Hard Core and the Puritan Ethic," *Manpower,* January 1970, pp. 29–31; Brian S. Morgan, Melvin R. Blonsky, and Hjalmar Rosen, "Employee Attitudes Toward a Hard-Core Hiring Program," *Journal of Applied Psychology,* December 1970, pp. 473–478.

• See also projects 1.85, 1.102, 6.36, 6.89, 6.129.

OCCUPATIONAL TRAINING PROGRAMS

ONGOING PROJECTS

1.45 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

Grant 91-26-72-12

Dr. Kent H. Marquis, Survey Research Center

Interaction Effects of Personality, Job Training, and Labor Market Conditions on Personal Employment and Income

This project builds on earlier research which indicates that strongly motivated people with high expectations fare worse economically after training than those whose motivations and expectations are low. Its objectives are to test more fully traditional and new hypotheses about the interaction of personality with training and labor market conditions; to refine and validate new personality assessment devices pertaining to job market success; and to examine change and stability in expectations for success as a function of other personality variables, training, labor market conditions, and prior levels of expectancy.

The grantee is interviewing 3 groups: (1) 90 subjects, interviewed for the original study, to obtain current job

histories and further measures of motivation and expectations; (2) a new sample of 100 men, to be interviewed and tested as they enter training, at intervals during training, and upon completion or termination of training; and (3) a control group of 50 men, matched by demographic characteristics, employment backgrounds, and skill levels with the 100 new trainees.

Completion is scheduled for January 1973.

1.46 U.S. ATOMIC ENERGY COMMISSION OAK RIDGE, TENN.

Contract 82-47-72-05 (formerly 82-45-66-100 and 82-45-69-09)

Wendell Russell, Oak Ridge Associated Universities

Training and Technology

Training and Technology (TAT) is administered by the Atomic Energy Commission (AEC) under a subcontract to the Oak Ridge Associated Universities (ORAU) and the Nuclear Division of Union Carbide Corporation of Oak Ridge, Tenn. Designed to train unemployed and underemployed residents of Appalachia in high-paid shortage skills with the cooperation of the AEC, a major industrial employer, universities, organized labor, and employment service agencies, the project demonstrated that disadvantaged persons could be trained and placed in high-paid jobs. The training component is now operating without research and development funds, and the contractor now conducts R&D activities aimed at a wider spread of the government contractor training approach; at analysis of the ongoing training program which serves AEC, the Appalachian Regional Commission, Concentrated Employment Programs in Nashville and Chattanooga, and the Work Incentive program; and at developing tie-ins with other human resources programs in the Appalachian area.

Current activities center on upgrading in an industrial setting and an added manpower experimentation program component.

The upgrading part of this project will assess existing industrial upgrading practices, develop and apply alternative methods to improve upgrading results, and work for utilization of proven strategies for achieving improved upgrading action and results in the U.S. Atomic Energy industrial plant system at Oak Ridge.

The objectives of the added project component are divided into three areas of equal effort and priority: (1) Continued efforts to get full involvement of AEC contractors for application of manpower development and training findings of earlier AEC/DOL projects; (2) an analytical assessment of the earlier projects for consideration of issues and new pathways for wider utilization of the demonstrated findings; and (3) establishment of a strong and effective experimentation activity to provide operational flexibility, professional talent, and management skills capable of accomplishing a wide variety of needed manpower development work in a large industrial setting.

Contract period: October 1, 1971, through March 31, 1973. Resulting from considerable interest and concern about followup and final placement of participants in the training program, a 9-month survey is being conducted to collect data and prepare a report on the post-placement experience of about 600 graduates of the TAT program during the past 2 years.

Completion is scheduled for March 1973.

COMPLETED PROJECTS

1.47 EDUCATIONAL COMPUTER CORPORATION PAOLI, PA.

Contracts 82-40-67-56 and 82-32-70-06

Accelerated Training of Unemployed and Underemployed Through Specialized Program Instruction and the SMART Trainer, Phases I and II

This project attempted to determine the usefulness of a specialized training technique, using a work simulation device for persons of low reading achievement who could not normally enter or learn from a traditional skill-training program.

The contractor carried out a program of recruiting, testing, assessing, and selecting participants for vocational training in three areas—auto mechanics, appliance service, and heating mechanics—for training, counseling, job development, and placement. The contractor used the SMART trainer (a work-simulation device), controlled laboratory exercises, programed instruction, and specialized instructional materials to test the use of the trainer as a diagnostic tool for predicting job success.

Final Report, The SNAP/SMART Project discusses the earlier project which trained disadvantaged persons in four high-skill technical occupations (appliance repair, auto mechanics, domestic heating, and electronics) and provided guidance and job placement on graduation. The major project finding was that persons

of low verbal conceptual skills could profit from a training program utilizing programed instruction.

Other findings were: (1) Dropout rates for the trainees were lower than normal because of the training machine's appeal; (2) their average initial hourly wage was 10 cents an hour more than the average manufacturing wage in the area; (3) 91 percent were still working a year and a half later, with a 16-percent increase in average hourly wage; and (4) motivation was especially high among trainees because they obtained immediate satisfaction from their observed success.

In the *Final Report of SNAP/SMART II*, the contractor explains how the project demonstrated that the application of pattern recognition learning principles to the technical training of disadvantaged persons with only preprimer to fourth-grade level reading skills can avoid the frustration and damaged motivation normally incident to more traditional programs which require verbal-conceptual learning prior to actual performance.

1.48 HOUSEHOLD TECHNICIANS OF WESTERN PENNSYLVANIA, INC. PITTSBURGH, PA.

Contract 82-40-70-20

Household Service Organization Development Project

This report describes one of the eight projects initiated by the National Committee on Household Employment (see 1.50) to test different approaches to restructuring the household employment occupation to make it more attractive and rewarding for both the worker and the employer. This is a spinoff of a pilot project conducted earlier with The Ethnic Foundation, Inc., in Pittsburgh, Pa., which is included in the assessment of the eight projects made by M. K. Trimble Associates, Inc. (See 1.67.)

This project was designed to involve industrial firms in hiring its graduates to provide emergency household services to executives. An additional goal was to continue the project as a private self-sustaining enterprise. Neither goal was achieved. Graduates were placed primarily with private employers or hired by the project, which was able to create enough business for 75 to 80 household technicians at any one time. Training, upgrading, and marketing costs were too high for the project to meet on a self-sustaining basis.

The project did, however, demonstrate that women with limited education and experience could be successfully trained for a variety of household service occupations. It had some success in improving employment standards and opportunities and in structuring career ladders within its own organization.

1.49 KANSAS STATE UNIVERSITY MANHATTAN, KAN.

Contract 82-18-68-31

Homemaker Service Demonstration Training Project

This report describes one of the eight projects initiated by the National Committee on Household Employment (see 1.50) to test different approaches to restructuring the household employment occupation to make it more attractive and rewarding for both the worker and the employer. An assessment of these eight projects has been made by M. K. Trimble Associates, Inc. (See 1.67.)

This project was designed to help the trainee develop necessary skills, personal qualities, and understanding of individuals to enable her to assume full or partial responsibility for managing a home or to assist an individual or family in periods of stress. At the end of the project 91 of the 115 graduates were employed, mainly in agency or related homemaker positions.

The project demonstrated that families in small communities can benefit from having homemakers available in times of need, and aroused an active interest by the State welfare agencies in homemaker/health aid services.

1.50 NATIONAL COMMITTEE ON HOUSEHOLD EMPLOYMENT WASHINGTON, D.C.

Contract 82-34-66-18

National Pilot Program on Household Employment: Final Report of the Experimental and Demonstration Projects

This report concerns a pilot program of eight experimental and demonstration projects to upgrade the household services occupation. The National Committee on Household Employment (NCHE) provided coordination, supervision, and technical assistance for the projects.

Operators of the projects included an educational institution, profit-making agencies, a nonprofit organization, a national and local women's organization, and a local community-organized agency. They were responsible for recruiting, training, counseling, and placing trainees in jobs.

Within the broad guidelines set, each project established its own selection criteria for trainees according to local needs, interests, and particular project goals. Some projects accepted "high risks" for training and provided services to aid in rehabilitation. Of 1,200 enrollees, 35 percent dropped out because of illness, child care problems, poor skills, and lack or loss of interest in the occupation. Recruitment and retention difficulties were attributed mainly to the poor image of and negative attitudes toward the occupation.

Trainees, mostly mothers and heads of households with low incomes, looked upon the program as an opportunity to use their homemaking talents in the job market. Educational barriers posed little problem in the training, since it emphasized reinforcing existing knowledge and skills rather than developing new skills. Entry into the program was a step toward job security, improved self-image, and increased income. Graduates became specialists in the occupation, trained in improved and efficiency-oriented household techniques.

Of the approximately 800 graduates, 69 percent became workers and 63 percent remain employed, although only 38 percent are working within the occupation. Few earn less than $1.60 per hour or more than $3, and most earn at least $2. The majority of the graduates were placed in general cleaning jobs in residences, while others were placed in restaurants, hospitals, and motels.

The NCHE regarded the training as a success, concluding that the poor placement record was not a result of inadequate preparation; some of the graduates simply refused employment or resigned from jobs in which they were placed. Other conclusions included: (1) Employers are willing to pay higher wages for a service worker certified by a project sponsor; (2) a massive public education program is needed to upgrade the occupation; (3) there is a need for more specific training materials for the occupation; (4) part-time placements may be a necessity for women in the occupation; and (5) extensive research is needed to uncover numerous problems relating to the occupation, such as the behavior patterns of household workers as they relate to innate skills, and rejection patterns of women as they relate to human relationships.

The report describes the individual projects and the curricula used for the training and provides case studies.

1.51 WASHINGTON URBAN LEAGUE, INC. WASHINGTON, D.C.

Contract 82-09-68-30

Project SURGE (Services United for Responsible and Gainful Employment)

This report describes the establishment and progress of SURGE (Service United for Responsible and Gainful Employment), a program designed to upgrade and provide job security for household workers. The short-term objectives of SURGE, established in 1968 in Northern Virginia, were to recruit domestic service workers from among black underemployed and unemployed persons and train, employ, and transport them to jobs. Good fringe benefits were to complement job security. Conversion of the project into an independent worker-owned, cooperative business was the long-range goal.

Of 277 applicants interviewed, 127 entered the program. Of the 127, 46 dropped out, 81 graduated, and 78 entered the SURGE work force.

It was concluded that the project upgraded and improved the working status of persons on the SURGE work force and that it assisted many others in obtaining gainful employment through skills training, counseling, and supportive services. It was judged to be progressing rapidly toward becoming a self-sufficient enterprise with predictable monthly income.

1.52 WOMEN'S SERVICE CLUB BOSTON, MASS.

Contract 82-23-68-27

Homemaker Training Project

This report describes one of the eight projects initiated by the National Committee on Household Employment (see 1.50) to test different approaches to restructuring the household employment occupation to make it more attractive and rewarding for both the worker and the employer. An assessment of these eight projects had been made by M. K. Trimble Associates, Inc. (See 1.67.)

This project used an established women's organization with residential facilities as a source for upgrading household employment training. Services included training, counseling, job placement and post-placement support. Of 106 enrollees, 68 graduated and 53 were placed on jobs. Over half the trainees were immigrants to the Boston area and required intensive training and supportive services.

Seventy-six social agencies in the Boston area cooperated with the project. The training program is now

being funded under the regular program of the State Department of Education.

REPORTS

1.53

Campfire Girls, Inc., and Girl Scouts of the U.S.A.—No. 82-34-68-02.

An Experimental Project for Administrative Trainees

NTIS—PB 199524.

1.54

Citizens' Committee on Youth—No. 82-37-69-01.

Final Report, The Urban Conservation Project, II

NTIS—PB 199516.

1.55

Educational Computer Corp.—Nos. 82-40-67-56 and 82-32-70-06.

1. Final Report, The SMART/SNAP Project

NTIS—PB 199976.

2. Final Report of SNAP/SMART II: A Simulation-based Occupational Training Project, by Alan Letofsky

NTIS—PB 210864.

1.56

Household Employment Association for Re-evaluation and Training—No. 82-40-68-28.

The Heart Report: A Household Employment Training, Counseling, Job Development and Placement Program

NTIS—PB 199498.

1.57

Household Management, Inc.—No. 82-34-68-32.

An Experimental and Demonstration Program to Improve the Status of Household Employment

NTIS—PB 200128.

1.58

Household Technicians of Western Pennsylvania, Inc.—No. 82-40-70-20.

Household Service Organization Development Project

MA/ORD.

1.59

Kansas State University—No. 82-18-68-31.

1. Homemaker Service Demonstration Training Project: Final Report

NTIS—PB 199473.

2. Homemaker/Home Health Aide Service: Conference Follow-up Report

MA/ORD.

1.60

Massachusetts Institute of Technology—David P. Taylor and Michael J. Piore, No. 91-23-67-41.

Federal Training Programs for Dispersed Employment Occupations

NTIS—PB 188675.

1.61

Michigan State University—Einar Hardin and Michael E. Borus, No. MDTA 9-63.

Economic Benefits and Costs of Retraining Courses in Michigan

NTIS—PB 189116; *Retraining Courses: Economic Costs and Benefits*, D.C. Heath and Company, Lexington, Mass., 1971 ($15).

1.62

Michigan, The University of—Gerald Gurin, No. MDTA 17-63.

A National Attitude Survey of Trainees in MDTA Institutional Programs

NTIS—PB 193723.

1.63

Michigan, The University of, Institute for Social Research—No. 82-21-14.

Inner-City Negro Youth in a Job Training Project: A Study of Factors Related to Attrition and Job Success

NTIS—PB 202245; MA—MDTA Experimental Demonstration Findings No. 7.

1.64

National Committee on Household Employment—No. 82-34-66-18.

National Pilot Program on Household Employment: Final Report of the Experimental and Demonstration Projects

NTIS—PB 203790.

1.65
Nellum and Associates, A. L.—No. 82-09-68-10.

A Study of Manpower Development and Training Programs Which are Operating in Conjunction with Rehabilitation of Substandard Housing

NTIS—PB 201722.

1.66
St. Mary's Dominican College—No. 82-20-67-12.

1. Secretarial Training with Speech Improvement: An Experimental and Demonstration Project

NTIS—PB 202460.

2. Business Speech: A Second Language for Vocational Use

NTIS—PB 205482 ($6).

1.67
Trimble Associates, Inc., M. K.—No. 82-11-71-05.

1. National Pilot Program on Household Employment

NTIS—PB 199476.

2. Three on a Single Theme

NTIS—PB 199134.

1.68
U.S. Atomic Energy Commission and Oak Ridge Associated Universities, Inc.—Nos. 82-45-66-100 and 82-45-69-09.

1. TAT Satellite Training Project with the National Accelerator Laboratory, January 1970

NTIS—PB 199513.

2. The Development of Human Potential: Transition from Experimental to Regular MDTA Program; with Appropriate Modifications and Improvements

NTIS—PB 199513.

3. Training and Technology, 1970 Annual Report, March 1971

NTIS—PB 200652.

4. Training and Technology (An Experiment in Using Resources of Modern Industry to Train for High Level Technical Jobs), Phase I

NTIS—PB 199518; NTIS—PB 199769, *Technical Training for the Disadvantaged (Proceedings of a Workshop).*

1.69
Washington (D.C.) Urban League, Inc.—No. 82-09-68-30.

Project SURGE (Services United for Responsible and Gainful Employment)

NTIS—PB 199103.

1.70
Women's Service Club—No. 82-23-68-27.

Homemaker Training Project

MA/ORD.

1.71
Work Training Program, Inc. (Santa Barbara)—No. 82-04-37.

Work Training Program (An Experimental and Demonstration Program for Economically and Socially Disadvantaged Individuals)

NTIS—PB 199505.

• See also project 6.133.

PUBLIC EMPLOYMENT PROGRAMS

ONGOING PROJECTS

1.72 CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Contract 82-05-70-28

Proposal for Public Service Career Programs and Concurrent Experimental and Demonstration Project

The contractor is exploring the feasibility of modifying statewide personnel management practices and employment systems of the California State government as a means of creating new occupational patterns, organizational structures, and personnel processes required to enhance entry-level employment and job progression opportunities for disadvantaged worker groups in California's State government. The project is also assessing the potential for having personnel reforms that have been made by the California State government adopted by city and county governments in California, as well as by State and local governments outside of California.

The project is integrated with a Public Service Careers (PSC) Program conducted by the California State Personnel Board. The staff of the PSC Program is sys-

tematically recording and documenting its operations and delineating the methodologies and strategies used in developing each career ladder in each departmental setting. Manuals, guides, and other materials are to be developed by a subcontractor, distributed, and used in workshops and seminars to familiarize other government agencies with ways to change personnel procedures and occupational systems.

Contract period: June 22, 1970, through June 30, 1973.

1.73 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Contract 81-06-72-01

Dr. Robert A. Gordon, Department of Economics

Alternative Forms of Public Service Employment

The objectives of this study are:

1. To assess the possible role of public service employment in the overall effort to aid the poor.
2. To determine and evaluate the costs and benefits of various types of public service employment programs (PSEP) within the broader context mentioned in (1). There are two major questions here: First, should a public service employment program offer (a) career jobs with promotion and training opportunities; or (b) temporary jobs designed to provide a short-run source of income while the participant seeks a private sector job? Second, what sorts of outputs and production techniques are appropriate, given social priorities on the one hand and skills and work experience of the target population on the other?
3. To determine the effects which the availability of public service jobs would have on the private sector of the economy.
4. To assess the effect public service employment could have on the inflation-unemployment tradeoff.

A research seminar consisting of the principal investigators and graduate students has been organized to discuss large-scale Federal PSEP. This seminar met throughout the contract period (July 1971 to September 1972) and a monograph summarizing the investigators' research, the available literature, and recommendations for government policy is to be written by January 1973.

Research procedures include: (1) A survey of the relevant literature, (2) econometric estimation of labor response functions under variously specified programs, and (3) a theoretical analysis of the implications of PSEP for the inflation-unemployment tradeoff. A set of recommendations for the design of a PSEP will be based on the results of this research.

Completion is scheduled for January 31, 1973.

1.74 NATIONAL CIVIL SERVICE LEAGUE SUBGRANT TO CENTER FOR GOVERNMENTAL STUDIES
WASHINGTON, D.C.

Grant 92-11-72-13

Jean J. Couturier

Transition Methods in the Public Employment Program

This project is studying efforts by local jurisdictions to move employees from subsidized jobs in the Public Employment Program (PEP) to regular employment in public or private jobs, as required by the Emergency Employment Act (EEA). Developmental assistance is to be provided to 12–18 jurisdictions operating PEP programs as they undertake their transition activities. In these and other jurisdictions, the practices and problems encountered will be analyzed to develop guidelines for accomplishing effective transitions in varying circumstances under both EEA and other legislation providing for public employment, particularly pending welfare reform measures.

Completion is scheduled for March 1973.

1.75 NEW YORK CITY FIRE DEPARTMENT
NEW YORK, N.Y.

Contract 82-36-72-01

Lawrence C. Jones III

Evaluation and Implementation of the New York Fire Department Examination Training Project for Culturally Disadvantaged Residents of the City of New York

This study seeks to determine which elements contribute to higher civil-service test scores among culturally disadvantaged persons who have received special preparation before taking the tests. It is also examining the reasons for variations in attendance and for failure to complete the preparation course. The screening of applicants, selection of tutors, administration of classes, and content of preparation curriculum are being scrutinized to discover the important factors contributing to applicants' success on the examination.

Completion is scheduled for November 1972.

1.76 TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Grant 92-42-72-17

Dr. J. Joseph Loewenberg, Department of Management, School of Business Administration

Public Employee Unions and Public Sector Manpower Programs

This project will be an exploratory study of the variety, magnitude and nature of the various relationships existing in conjunction with union activity in Emergency Employment Act (EEA) programs. Its objective is to define the more significant interface areas and recommend, if further research can furnish useful results, a tentative design for a more intensive and systematic followup investigation.

Case studies will be made of 6–8 projects located in various cities, where interviews will be held with EEA program administrators, municipal officials, civil service personnel, and public employee representatives. Issues to be probed will include: (1) Entry jobs of EEA program and their relation to jobs represented by the collective bargaining agents; (2) promotion from EEA entry-level jobs and transition to permanent employment of EEA enrollees and relation of these factors to jobs and employees represented by the collective bargaining agent; (3) reductions-in-force among represented employees in relation to EEA program enrollees; (4) training of EEA enrollees and training role normally assumed by collective bargaining representatives; and (5) wage determination of EEA enrollees in relation to wages negotiated under collective bargaining.

The final report will include an analysis of findings and, if warranted, a research design for a longer-run study.

Grant period: May 1, 1972, through November 30, 1972.

1.77 VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Grant 92-36-72-12

Herbert Sturz

Supported Employment Projects in the Public Sector

This project will determine the feasibility of, and potential for, public service supported work programs for individuals with addiction, alcoholic, and offender backgrounds who are unable to remain successfully employed and to assess the effectiveness of such programs, the problems encountered in their operation, and their impact upon this special problem group population.

The grantee, with financial assistance from the City of New York, conducts three public service employment projects employing ex-offenders and ex-addicts (see 1.80). Two of these projects, building/monument restoration and cleaning and newspaper recycling, employ individuals under the Emergency Employment Act. The third, sidewalk repair and paving, hires employees through the city's capital budget. The three projects provide group work situations, onsite counselors, specialized employee training, motivation and orientation, and other supportive services to the participants.

Completion is scheduled for March 1973.

COMPLETED PROJECTS

1.78 INTERNATIONAL ASSOCIATION OF FIRE CHIEFS
WASHINGTON, D.C.

Contract 41-0-002-34

Donald M. O'Brien

An Investigation of the Possibilities of Employing the Disadvantaged in the Fire Service

This study was concerned with ways of increasing the employment of the disadvantaged in fire service occupations. Programs established to prepare the disadvantaged for employment in the fire service were analyzed to determine reasons for success or failure.

1.79 NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

Contract 82-09-70-24

Emergency Action Plan for Public Service Employment

This report presents guidelines which can be adopted by any public agency to facilitate rapid hiring of large numbers of low-skilled unemployed persons.

Consideration is given to, and specific suggestions made, concerning: Numbers and kinds of positions; characteristics of participants; priorities among poten-

tial positions; job standards and qualification requirements; procedures that permit quick screening, examination, and hiring; and expediting of administrative processes.

Included in appendix are sample survey forms for additional personnel needs, a sample application form for public service employment, and a compilation of some civil service rules and regulations relating to temporary appointment.

1.80 VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Grant 92-36-72-02

Herbert Sturz

Development of Public Service Supported Work Projects

The objective of this grant was to develop supported work programs in conjunction with public service employment under the Emergency Employment Act for alcoholics, addicts, and ex-offenders who are unable to remain successfully employed.

In cooperation with appropriate city agencies, the grantee designed and developed special service components necessary for the continued employment of the target group. The design included methods of screening, counseling, training, and career development which should be utilized in public service supported work programs. This project constituted the planning phase for a continuing project (see 1.77).

REPORTS

1.81
International Association of Fire Chiefs—Donald M. O'Brien, No. 41-0-002-34.

An Investigation of the Possibilities of Employing the Disadvantaged in the Fire Service

MA/ORD.

1.82
National Civil Service League—No. 82-09-69-31.

Public Employment and the Disadvantaged

NTIS—PB 203450.

1.83
National Civil Service League—No. 82-09-70-24.

Emergency Action Plan for Public Service Employment

NTIS—PB 202818.

1.84
National League of Cities—Floyd A. Decker, Andrew B. Horgan III, and Lawrence A. Williams, No. 41-8-001-09.

Municipal Government Efforts to Provide Career Employment Opportunities for the Disadvantaged

NTIS—PB 189912; "City Jobs: Rich Potential for the Poor," *Manpower*, May 1970, pp. 12–15.

• See also projects 1.1, 1.86, 1.141, 1.147, 1.170, 3.9, 3.12, 3.46, 4.2, 4.26, 6.31.

SUPPORTIVE SERVICES FOR WORKERS/TRAINEES

(In addition to mobility assistance, includes assessment and testing, counseling and guidance, day care, employability development, job development, job matching, orientation, placement and referral, post-placement assistance)

ONGOING PROJECTS

1.85 EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Contract 41-9-005-32

Dr. Norman E. Freeberg and Dr. Richard R. Reilly, Developmental Research Division and Samuel B. Barnett, Program Direction Division

Development of Assessment Measures for Counseling Youth Work-Training Enrollees

This three-phase project is developing a guidance system for use in youth work-training programs. It builds on the paper-and-pencil assessment measures which the researcher developed in an earlier study.

Phase I of the study defined and measured a set of program outcomes which are either explicit or implied in the objectives of the Neighborhood Youth Corps. The measures encompass both immediate and longer-

range goals: training program adjustment, job aspirations, personal image, job stability, and community-family adjustment, for example. Data for these measures were obtained from questionnaires administered to former enrollees in NYC out-of-school projects and from ratings of the enrollees by their counselors and work supervisors.

In phase II of the study, the researcher is validating the measures with a followup sample using the most suitable criteria from Phase I; exploring the influence of examiner effects and techniques of test administration on enrollee test scores; and determining the degree of equivalence of criteria longitudinally from program "completion" to 1 year after completion.

In phase III of the study, the researcher will develop a normative data sample based upon phase I and II results and develop a system of enrollee classification, assignment, and placement for counselor use.

Preliminary findings: The report on phase I of the study indicates that the dominant criterion for end-of-training objectives was "training program adjustment," defined by amount of trouble with police, work supervisor ratings, and the number of worksite absences. Other important criteria were "job aspirations," consisting of things such as starting salary expected and quality of job desired and "social adjustment," including actual police contacts and peer rating scores.

Measures of postprogram performance—for enrollees who had held full-time employment—produced relatively clear patterns of job-oriented capabilities. The predominant one was "general job success and adjustment," including such things as family feelings about enrollee, employer rating, length of stay on job, number of visits to employment service office, and job satisfaction.

Phase I has been completed, phase II is scheduled for completion in December 1972, and phase III for 10 months thereafter.

1.86 HOWARD UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-71-40

Dr. David J. Fitch, School of Public and Business Administration

Comparative Success on Performance and Written Tests of Advantaged and Disadvantaged Trades Applicants

This project tests the hypothesis that disadvantaged workers score higher on work sample tests than they do on written tests. Written tests and background questionnaires are being administered to 600 men who: (1) Filed applications with the New Jersey Department of Civil Service for jobs for which performance tests are now used (carpenter, electrician, mason and plasterer, motor vehicle mechanic, painter, plumber, steam fitter, repairman, truck driver, and heavy equipment operator); (2) met the minimum requirements for these positions and were scheduled for testing; and (3) participated between April and September 1971 in the New Jersey job performance tests, comprised of from 5 to 10 items asking the examinee to make, repair, modify, assemble, or adjust something. Performance test scores are being compared with scores on written tests for the same jobs and the differences correlated with an index of disadvantage.

Completion is scheduled for December 1972.

1.87 JEWISH EMPLOYMENT AND VOCATIONAL SERVICE, INC.
PHILADELPHIA, PA.

Contract 82-42-72-08

Millard H. Schelinger

"Job Trials" Experimental and Demonstration Project

This project is exploring the feasibility of having employers, labor unions, educational institutions, and other agencies use "Job Trials" as a new tool in the process of personnel selection and upgrading. The contractor will develop technical knowledge, guidelines, and models for use of "Job Trials" as aids to employers and other organizations. This project is an outgrowth of other research and development work done using a work sample technique in manpower programs and State agencies as a counseling and evaluation tool for program participants. (See 1.94.)

Completion is scheduled for October 1972.

1.88 NATIONAL CAPITAL AREA CHILD DAY CARE ASSOCIATION, INC.
WASHINGTON, D.C.

Contract 82-11-72-12 (formerly 82-09-70-07)

Employer Sponsored Child Day Care Center Demonstration Project for Children of Department of Labor Employees

This project explored the contribution of an employer-sponsored child day-care center to: (1) Employee

stabilization in terms of absenteeism and turnover; and (2) the personal growth and development of parent-employees, through participation in the parents' organization and social services offered by the center. It also attempted to assess the impact of the project on public and private employers in the Washington, D.C., area.

The contractor provided a program that fosters intellectual, social, emotional, and physical development of the children, and provided social services for the parent-employees, who were involved in the entire program of the center.

A final report on the demonstration phase of the project, which ended December 31, 1971, is scheduled to be submitted in the summer of 1972. Meanwhile the project is being continued for 1 year under the supervision of the Department's Assistant Secretary for Administration and Management.

1.89 NATIONAL COMMITTEE FOR CAREERS IN THE MEDICAL LABORATORY
BETHESDA, MD.

Contract 82-22-70-35

Proficiency Examinations Project

The contractor is seeking to develop proficiency examinations as a means of fostering placement and promotion of competent medical laboratory workers who lack formal credentials.

The contractor has set up an advisory committee, composed of persons broadly representative of the medical technology field, to guide development of the proficiency tests, which have been constructed through subcontract with the Educational Testing Service of Princeton, N.J. The tests have been given in two pilot administrations to over 3,500 persons in over 100 test centers and are being validated on technicians currently working in clinical laboratories. In addition, the contractor, under the auspices of its national office and through its network of chapter members, will promote and publicize the usefulness of these exams (along with equivalency exams concurrently being developed by Public Health Service) among employers in the medical laboratory field and other allied health areas. The contractor plans further to determine the effectiveness of these exams through followup of candidates and their employers.

The advisory committee is made up of pathologists, medical technologists, military laboratory educators and directors, and Department of Labor specialists. Cooperating agencies and programs for implementation include: Project Transition, Operation MEDIHC, Project REMED, State and local government services and public health departments, and chapters of the American Society of Clinical Pathologists.

Contract period: June 30, 1970, through September 30, 1972.

1.90 RICHARDSON, BELLOWS, HENRY & COMPANY, INC.
WASHINGTON, D.C.

Contract 82-11-72-15

Frank Erwin

Predicting Job Tenure Among ES Applicants and Program Tenure Among WIN Clients Through the Use of Biographical Information

This research is undertaken to validate a Biographical Information Blank (BIB) used with disadvantaged employment service applicants. The BIB, developed and tested by the contractor in a previous project (see 1.109), is designed to predict job tenure (for job-ready applicants) or training tenure (for WIN training referrals). The BIB uses interview-type personal history and other information on disadvantaged populations.

The BIB will be administered by research project staff to approximately 15,000 employment service applicants in 10 cities as part of their regular interview process. Data on the applicants' employment performance or training progress will be collected and analyzed to determine the relationship of BIB scores to performance or progress outcomes. A final report will provide a detailed discussion of the quality of the BIB to predict tenure, a copy of the BIB form and scoring keys, and an administrative manual.

Contract period: January 27, 1972, through May 27, 1973.

1.91 STOUT STATE UNIVERSITY
MENOMONIE, WIS.

Grant 92-53-70-12

Dr. Dennis Dunn, Department of Rehabilitation and Manpower Services

New Developments to Enhance Proper Utilization of the Work Sample Program

This grant is exploring the feasibility of developing new technical aids for use (by the Philadelphia Jewish Employment and Vocational Service (JEVS)—see

1.94—or others approved by the Labor Department) in training staffs responsible for operating work sample programs, as a means of enhancing the possibility of proper and effective nationwide utilization of the work sample program as a new component of manpower programs.

The grantee will develop and disseminate informational releases and special topic papers and will work cooperatively with the Philadelphia JEVS to develop a series of audiovisual materials and related staff training guides for use in training work sample program operators in administering and performing the work samples; observing and scoring work sample performance; and preparing work sample performance reports.

Grant period: June 1, 1971, through July 31, 1972.

1.92 THE YMCA OF METROPOLITAN CHICAGO
CHICAGO, ILL.

Contract 82-15-70-11

The YMCA Manpower Project

The contractor is: (1) determining whether and how the job retention of disadvantaged workers, use of employability plans, and opportunities for job progression among lower level employees can be increased by the services of an onsite job counselor assisted by specially trained support staff; (2) exploring whether and how employer workshops and seminars of management personnel can develop useful information on why manpower utilization problems occur and ways of preventing or overcoming them, and can lead to preparation of descriptive materials with particular credibility among employers.

The contractor is conducting employer workshops and a series of employer seminars and working cooperatively with employers and lower level employees to develop and assess techniques which various kinds of employers could use to prevent and overcome problems that reduce the effective utilization of varied types of disadvantaged workers. The project will also produce materials to guide employers, agencies, and community organizations to better understand and use new techniques and improve the application of established methods.

Contract period: February 1, 1970, through July 30, 1972.

COMPLETED PROJECTS

1.93 BETH ISRAEL HOSPITAL COMMUNITY SERVICE PROGRAM
BOSTON, MASS.

Contract 82-23-70-02

Dr. Cavin Leeman

Job Improvement Service Demonstration Project

The Job Improvement Service (JIS) Demonstration Project has just completed its third phase, in which it carried out a program to develop, implement, analyze, and document methods and techniques of job adjustment, counseling, and interdisciplinary consulting services to reduce job loss among low-income workers.

The contractor provided on-the-job counseling and consulting services to low-income workers in participating companies. It collected relevant data on employees and analyzed the characteristics of workers needing counseling and the effects of such counseling on job performance and job satisfaction.

Employees of three selected companies participated. These persons were low-income employees who had demonstrated the ability to locate jobs by their own efforts but who showed evidence of having their job productivity impaired by emotional, behavioral, or social difficulties. Special attention was given to workers for whom loss of job would lead to special hardship for the workers and their families.

A report on the project is now being reviewed to determine its suitability for use by employers.

1.94 JEWISH EMPLOYMENT AND VOCATIONAL SERVICE
PHILADELPHIA, PA.

Contract 82-40-69-36

Work Sample Evaluation Development Project

This project assisted manpower agencies to develop the capability to administer, interpret, and apply the results of work sample evaluation. In an earlier project (see 1.101), the contractor had developed and tested a program of work samples for use with disadvantaged applicants for whom traditional paper-and-pencil tests are invalid.

Work samples are job tasks performed in industry and commerce, and use production tools and materials. They are administered in a simulated industrial setting.

They are graded as to the problem solving ability required and related occupational areas. The applicant is observed and evaluated for his work attitude, accuracy, learning, acceptance of authority, expressed preferences, and other work related behavior.

Because the earlier project showed that work sample evaluation represented a new tool for improving the effectiveness of employment service counseling, it was decided in 1969 to expand activities to include work sample evaluation centers in 10 additional cities. Project personnel trained Federal, State, and local representatives in techniques of integrating a work sample evaluation center in the employment service operations, as well as training evaluators in the methods of administering work samples and in the interpretation and reporting of results. Employment service counselors were trained in the use and application of the results of work sample evaluation. Counselor training has been found to be a key to the success of any work sample evaluation program.

By 1970, the results obtained in the initial experiment seemed to be corroborated by the experience of the centers in the 10 additional cities. Expansion was decided for 25 more locations. By March 15, 1971, 46 centers were operational.

1.95 THE MENTEC CORPORATION
LOS ANGELES, CALIF.

Contracts 82-05-69-46 and 82-05-70-05

Operation Pathfinder—Shaping Work Behavior of Ex-Offenders and Other Disadvantaged People Using Social Reinforcement Techniques

This project attempted to: (1) Develop, apply, and test the effectiveness of methods to improve employer skills in dealing with, and at the same time effect desirable changes in the behavior of, disadvantaged employees through "social reinforcement" (SR) techniques and pre-job behavioral training, particularly in the NAB/JOBS system of hiring, training, and providing supportive services; (2) determine whether juvenile parolees can be developed to function effectively as counselor aids for industry; and (3) collect data and measure whether the methods described above increase job retention and income and reduce recidivism rates of parolees.

The 237 subjects were divided into a control group and four experimental groups, one of which was composed of disadvantaged adults with SR administered by trained supervisors. The remaining three groups were composed of juvenile parolees with differing types and degrees of SR given them by: (1) Trained supervisors and counselors; (2) supervisors only; and (3) counselors only.

It was found that all experimental groups: (1) Retained their initial jobs for a longer period of time; (2) had a longer period of employment in general; (3) had fewer arrests, incarcerations and parole revocations; (4) had less absenteeism and tardiness; and (5) had higher productivity and quality of work than the control group.

Of the nine counselor aids working in the project, four are currently working (three of them as counselors for the State), three were rearrested, and two are unemployed. Three of the nine were discharged from parole because of their exemplary behavior and two others expect to be discharged shortly for similar reasons.

The supervisory training seminars in behavior modification were found to be useful tools in encouraging and reinforcing desirable work behaviors of enrollees. Supervisors were also regularly visited to reinforce their use of SR and, when necessary and possible, to resolve work problems related to the behaviors of project participants.

1.96 NEW YORK STATE DEPARTMENT OF LABOR
DIVISION OF EMPLOYMENT
ALBANY, N.Y.

Contract 82-34-69-45

Project SPRUCE (Special Program of Rehabilitation for Unemployment Compensation Exhaustees)

The New York State Department of Labor, through the Buffalo employment office, sought to develop new techniques for: (1) Early identification of unemployment insurance (UI) recipients who are likely to remain on UI rolls until exhaustion of benefits; (2) determining what types of individualized rehabilitative services (such as counseling, testing, training, or relocation) will best help develop reemployment for those UI recipients; and (3) determining whether extra-payment incentives will motivate them to stick with their rehabilitation plan.

The project worked with experimental and control groups of UI claimants who reached their 13th week of unemployment benefits and did not have definite prospects of employment.

Preliminary findings show a demonstrated improvement of 9 to 10 percentage points in the post-SPRUCE employment rate. At the end of the 3-week followup interval (from initiation of SPRUCE services), 47 per-

cent of the experimental group were employed, compared with 38 percent of the control group. At the 6 months' followup, the results improved to 55 percent for the experimentals and 45 percent for the controls.

A final report on the project, as well as a manual for adoption by other ES offices, is being prepared and is expected to be ready in December 1972. It is hoped that the findings will be useful in shaping proposed Federal legislation to have the unemployment insurance system function as a reemployment-development system as well as a payment agency.

REPORTS

1.97

Beth Israel Hospital Community Service Program—Cavin Leeman, No. 82-23-70-02.

Job Improvement Service Demonstration Project

MA/ORD (Forthcoming).

1.98

California, University of, Berkeley—Margaret Thal-Larsen, Gordon Cavana, and John Dana, No. 81-05-68-43.

Placement and Counseling in a Changing Labor Market: Public and Private Employment Agencies and Schools

NTIS—PB 197271.

1.99

Drake University Pre-Retirement Planning Center—No. 82-17-67-57.

Pre-Retirement Planning Center, Annual Report, September 1, 1968 to August 31, 1969

NTIS—PB 199526.

1.100

Educational Testing Service—Norman E. Freeberg and Richard R. Reilly, No. 41-9-005-32.

Development of Guidance Measures for Youth-Work Training Program Enrollees, Phase I: Measurement of Program Objectives and the Development of Criteria

NTIS—PB 202807.

1.101

Jewish Employment and Vocational Service—No. 82-40-67-40.

1. Work Samples: Signposts on the Road to Occupational Choice (Real Job Tasks to Assess Potential of the Disadvantaged)

NTIS—PB 201966.

No. 82-40-69-36

2. Final Report—Work Sample Evaluation Development Project

NTIS—PB 210244.

1.102

JOBS NOW—No. 82-15-68-08.

1. Coaching in a Manpower Project

NTIS—PB 204301.

2. JOBS NOW—Final Report for Phase I, Second Year (Hire Now, Train Later Program Emphasizing Orientation, Coaching, and Employer Involvement)

NTIS—PB 199436.

1.103

Mentec Corporation—No. 82-05-70-05.

1. How to Maintain a Social Reinforcement Program

NTIS—PB 209294.

2. How to Train Supervisors in Behavior Modification

NTIS—PB 209296.

3. Job Behavioral Analysis Manual

NTIS—PB 209295.

4. Operation Pathfinder—Shaping Work Behavior of Ex-offenders and Other Disadvantaged People Using Social Reinforcement Techniques

NTIS—PB 209293.

5. Supervisory Workbook in Behavior Modification

NTIS—PB 209297.

1.104

Michigan, The University of—No. 82-24-68-20.

Job Development for the Hard-To-Employ

NTIS—PB 202461; MA—MDTA Experimental and Demonstration Findings No. 4.

1.105
National Capital Area Child Day Care Association, Inc.—No. 82-09-68-43.

Evaluation of Employer Sponsored Child Day Care Center for Children of Department of Labor Employees, by A. L. Nellum and Associates

MA/ORD.

1.106
Nellum and Associates, A. L.—No. 92-09-70-05.

An Experiment in Employer Sponsored Day Care

NTIS—PB 198985.

1.107
New York State Department of Labor, Division of Employment—No. 82-34-69-45.

Project SPRUCE (Special Program of Rehabilitation for Unemployment Compensation Exhaustees)

MA/ORD (Forthcoming).

1.108
Rehabilitation Center, Inc., The—No. 82-16-66-42.

Building Better Lives, A Program for the Utilization of the Evansville Rehabilitation Center for Manpower Training—Phase I and II

NTIS—PB 199087.

1.109
Richardson, Bellows, Henry & Company, Inc.—No. 82-09-69-32.

A Study of the Feasibility of Predicting Job Tenure Among Employment Service Applicants Through the Use of Biographical Information

NTIS—PB 202200.

1.110
Wayne State University—Reuben M. Baron and Alan R. Bass, No. 81-24-66-04.

The Role of Social Reinforcement Parameters in Improving Trainee Task Performance and Self-Image

NTIS—PB 187700; MA—Manpower Research Study Summary, 1970.

1.111
Wayne State University—Hjalmar Rosen, Gerald Cooke, and Lynn B. Anderson, No. 81-24-68-35.

On-the-Job Orientation of Unemployed Negro Skill Center Trainees and Their Supervisors

NTIS—PB 192568.

• See also projects 1.204, 3.3, 3.15, 3.47, 3.50, 3.71, 3.76 to 3.78, 3.98, 3.100, 3.102, 4.77, 4.83, 5.67, 5.110, 6.92, 6.138, 6.144

Mobility Assistance

ONGOING PROJECTS

1.112 MISSISSIPPI SYSTEMATIC TRAINING AND REDEVELOPMENT (STAR) PROJECT
JACKSON, MISS.

Contracts 87-26-66-09 and 82-26-70-12

Labor Mobility Project

This project is developing operational guidelines for mobility assistance from its experience in underdeveloped rural areas and rural areas serviced by a Concentrated Employment Program (CEP).

The project is operating in Mississippi, Arkansas, and Tennessee, relocating unemployed and underemployed workers from areas of high unemployment to areas of relatively low unemployment when jobs are available. It integrates its mobility assistance system with the Arkansas rural CEP.

Preliminary findings: An earlier project found that stable relocations could not be achieved without counseling, often with the whole family, and that premove services can increase the "success" rate considerably. The project experimented with three different staffing patterns and found that a flexible staff, able to move from recruitment in the labor-surplus area to counseling and job development in the labor-shortage area, is a most effective allocation of personnel. The project has also learned that family instability is a crucial factor in unsuccessful relocations, and the contractor is developing ways of assessing this quality before long-distance moves are undertaken.

The contractor is conducting followup research on subsequent experience of workers helped to relocate in

prior years. This research should yield information which can be used for developing appropriate guidelines for implementing relocation services as a part of comprehensive manpower programs.

Contract periods: June 27, 1966, through February 28, 1970, and March 1, 1970, through August 31, 1972, respectively.

1.113 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Contract 82-37-71-04

Labor Mobility Project

This project conducts mobility assistance in high unemployment rural counties for moves to selected labor-shortage areas in North Carolina, but with more focus on enrollees in specific manpower programs than on general recruitment. The project staff will aid the Manpower Administration in developing a manual to guide the anticipated future mobility assistance services of the Labor Department. The contractor is to provide preparatory training and technical assistance to other organizations which may be given responsibility for providing mobility services. The contractor is conducting followup research on subsequent experience of workers helped to relocate in prior years.

A report "Approaches to Relocation, North Carolina Mobility Project, 1970–71" summarizes what has been learned about such matters as attempted linkage with training programs, recruitment techniques, job development and placement, and supportive services.

Contract period: October 1, 1970, through January 31, 1973.

1.114 NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Contract 82-24-70-13

Northern Michigan University's Labor Mobility Project

The project is developing and providing relocation assistance in Michigan and Wisconsin for unemployed and underemployed workers, including trainees from CEP, WIN, and MDTA programs, in cooperation with the Wisconsin and the Michigan employment service systems. The contractor is also conducting followup research on subsequent experience of workers helped to relocate in prior years and developing appropriate guidelines for implementing relocation services as a part of comprehensive manpower programs.

Contract period: March 1, 1970, through January 31, 1973.

1.115 U.S. EMPLOYMENT SERVICE · U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-46-69-22

Texas Migrant Demonstration Project

This project attempted to: (1) Determine the feasibility of an interstate, multi-agency network of manpower and related services in overcoming the problems faced by migrant workers and their families based in South Texas; and (2) develop specific experience within the State Employment Service's Rural Manpower Service as a means of increasing its capability to help solve the employability problems of migrant workers and their families.

The project was operated by ES agencies in Texas and nine Northern States, with the guidance of the Rural Manpower Service. During the first 2 years, the project explored new manpower service techniques and suggested ways in which the ES and other government agencies might coordinate their resources and activities to help satisfy the unmet needs of migrant workers and their families.

Recognizing that emphasis would have to be placed on individualized year-round service to migrants, particularly those who cross State lines, the project concentrated its attention on instituting procedures for the development and use of bilingual outreach interviewers; the coordinating of manpower-related supportive services available through other public and private agencies at Federal, State, and local levels; and the use of grants and a revolving loan fund for migrants.

During the project's third year, demonstration funds were used only to support those project activities which, because of statutory or other limitations, a State would otherwise be prohibited from continuing. This "transition" phase helped permit participating States to complete their assumption of the planning, financing, and administering of manpower services to migrants.

No additional demonstration funds are being used during the final 2 years. The contract will remain open in order to permit a fuller trial of the operation of a loan and grant fund for project migrants in the lower Rio Grande Valley. During this final period, the ES will analyze and assess the workings, usefulness, and administrative efficiency of two financial-assist systems: a

revolving loan fund and a straight grants system—both intended to assist migrants in the out-settlement process.

Contract period: June 1, 1969, through February 28, 1974.

1.116 U.S. EMPLOYMENT SERVICE U.S. DEPARTMENT OF LABOR WASHINGTON, D.C.

Contract 82-11-72-06

Migrant Resettlement Assistance

As a projection from earlier efforts, most notably the Texas Migrant Demonstration Project (see 1.115), the objective of this project is to determine the degree of significance that financial assistance has as a tool in the process of successful migrant outsettlement.

Research and development funds are being provided, primarily as grants, to meet relocation and emergency needs of migrant families enrolled in six Mobility Facilitator Unit (MFU) projects, which are funded by USES as part of the Rural Manpower Service's comprehensive migrant manpower program. The MFU program model provides for extensive manpower services, with emphasis on language training, prevocational and vocational training for migrants who are presently moving within the migrant stream. The six projects are being conducted in Wisconsin, Michigan, Ohio, Indiana, Colorado, and Utah.

Contract period: September 30, 1971, through October 31, 1972.

COMPLETED PROJECTS

1.117 ABT ASSOCIATES, INC. CAMBRIDGE, MASS.

Contract 82-23-70-16

Assessment of Experimental and Demonstration Interstate Program for South Texas Migrant Workers

The contractor assessed the Texas Migrant Demonstration Project (see 1.115) which was conducted over a 3-year period beginning in 1969 by the U.S. Employment Service and its employment service agency affiliates in Texas and nine Northern States (Idaho, Illinois, Indiana, Michigan, Minnesota, Ohio, Oregon, Washington, and Wisconsin). The Abt assessment was intended to serve as a guide to whether and how elements of the demonstration project might be developed and refined for incorporation into regular employment service operations.

The overall objectives of the demonstration project itself were to: (1) Determine the feasibility of an interstate, multi-agency network of manpower and related services in overcoming problems faced by migrant workers and their families home-based in South Texas; and (2) develop specific experience within the State employment services as a means of increasing their capability to help solve the employability problems of migrant workers and their families.

Recognizing that emphasis would have to be placed on the notion of individualized year-round service to migrants, particularly those who cross State lines, the project concentrated attention on instituting procedures for the development and use of bilingual outreach interviewers; the coordinating of manpower-related supportive services available through other public agencies at Federal, State, and local levels; and the use of grants and a revolving loan fund for migrants.

In its assessment, Abt looked at a variety of elements making up the demonstration, including relocation efforts, use of loan and grant funds, adult basic education programs, vocational skills training, counseling, job development, supportive services, interstate communications, administrative procedures, and efforts by respective State agencies to sustain migrant service programs.

The 3-volume report on the assessment indicates that in three of the 10 States, the demonstration resulted in the continuation of a migrant services program within the State employment service beyond the demonstration period. Several of the States were successful in relocating migrant families in training and jobs outside the migrant stream. Migrant demonstration program participants received significantly greater numbers of services than did a sample of migrant nonparticipants.

It further found that the most successful individual State projects were those which had the following in common: (1) Support for the project by high level ES officials; (2) capable and qualified project directors who aggressively pursued the objectives of the demonstration; and (3) outreach staffs with requisite skills such as bilingualism who were hired only to perform the outreach function. Abt concluded that these three elements are required for any successful migrant services program conducted by the ES. It also concluded that, in general, grants were more acceptable than loans, and administratively an easier way of helping migrants meet emergency financial needs.

As the demonstration project came to a close at the end of its third year, the Manpower Administration issued operational guidelines for the establishment of what has now become the National Migrant Worker Program, administered through the Rural Manpower Service of the U.S. Employment Service.

REPORTS

1.118
Abt Associates, Inc.—No. 82-23-70-16.

1. An Assessment of the Experimental and Demonstration Interstate Program of South Texas Migrants

NTIS—PB 199487.

2. Vol. 1: Final Report

NTIS—PB 204550.

3. Vol. 2: Summary

NTIS—PB 204551.

4. Vol. 3: Appendixes

NTIS—PB 204552.

5. The Texas Assessment

NTIS—PB 211190.

1.119
City of Hartford, Department of Public Welfare—No. 87-07-66-14.

Hartford Labor Mobility Demonstration Project

NTIS—PB 199403.

1.120
Illinois JOBS—No. 87-15-66-04.

The Chicago JOBS Labor Mobility Demonstration Project

NTIS—PB 199767.

1.121
Iowa Employment Security Commission—No. 87-17-67-02.

Iowa Labor Mobility Demonstration Project

NTIS—PB 199445.

1.122
Minneapolis Rehabilitation Center, Inc.—No. 87-25-66-13.

1. The Relocation of the Hard Core Unemployed, Phase I

NTIS—PB 199520.

2. Rehabilitating and Relocating the Hard Core Unemployed, Phase II

NTIS—PB 199501.

1.123
Minneapolis Rehabilitation Center, Inc.—No. 87-25-69-02.

An Out-Migration System for the Unemployed

NTIS—PB 199506.

1.124
Mississippi Systematic Training and Redevelopment (STAR) Project—No. 87-26-66-09.

Mississippi Labor Mobility Demonstration Project

NTIS—PB 199755.

1.125
Montana State Employment Service, Unemployment Compensation Commission of Montana—No. 1101.

Montana Labor Mobility Project

NTIS—PB 199439.

1.126
North Carolina Manpower Development Corporation—No. 87-35-68-06.

1. North Carolina Manpower Development Corporation Mobility Project

NTIS—PB 208509.

2. North Carolina Mobility Project—Supplementary Report

NTIS—PB 199522.

No. 82-37-71-04

Approaches to Relocation: N.C. Mobility Project 1970–71

NTIS—PB 211218.

1.127
Shelley and Company, Inc., E. F.—No. 87-34-69-01.

Worker Relocation: A Review of U.S. Department of Labor Mobility Demonstration Projects

NTIS—PB 199499.

1.128
Washington State Employment Security Department—No. 1182.

Washington Labor Mobility Demonstration Project

NTIS—PB 199491.

• See also projects 1.164, 4.4, 4.8.

UPGRADING, JOB RESTRUCTURING, NEW OCCUPATIONS

ONGOING PROJECTS

1.129 COUNCIL ON HOTEL, RESTAURANT AND INSTITUTIONAL EDUCATION
WASHINGTON, D.C.

Grant 92-11-72-25

Richard M. Landmark

Research Demonstration Program for Training and Career Ladder Development for Housekeepers in the Lodging and Public Health Industries

This study will: (1) Test whether an industry association, by bringing together government, management, labor, and educational institutions, can stimulate adoption of a model training and career ladder system for promoting workers to professional positions as housekeepers in the lodging and public health industries; and (2) determine the extent to which the model system enables workers to progress from entry-level jobs to the top position of executive housekeeper.

Hospitals and hotels in the Denver area will cooperate in establishing the training and education components of the model system. The impact of the model will be tested by comparing an experimental group of 50 trainees selected mainly from minority and older workers with interest and potential, and including at least 10 domestic workers, with a control group.

Grant period: June 1, 1972, through November 30, 1973.

1.130 HUMANIC DESIGNS CORPORATION
MANHASSET, N.Y.

Contract 82-34-70-04

Mobility Models and Upgrading Programs in the Industrial Setting

This project is testing different approaches to organizing and implementing multistep upward mobility programs for underemployed and entry level workers through: (1) Development of potential modifications to existing upward mobility structures and processes; (2) experimentation with short-term high-impact training programs; (3) technical guidance to organizations in methods of systematically providing for the mobility of low-skill workers; (4) working in conjunction with a government agency directed toward achieving racial and ethnic parity among groups represented in organizations' internal labor market, such parity to reflect the racial and ethnic composition of the organizations' external labor market; (5) technical guidance to a trade association—The National Restaurant Association (see 1.133)—in developing and implementing worker mobility programs within three segments of the association's industrial base; and (6) analyzing the findings derived from such experimental and demonstration programs.

In an earlier phase of the contract, the contractor helped to develop a manpower laboratory within the American Telephone and Telegraph Company (see 2.-35) and designed program objectives and research instruments for this manpower lab. The contractor also provided technical support for Project Upgrade, a program of the Model Cities manpower and economic development effort in Columbus, Ohio, to train staff in marketing and design of upgrading programs.

The contractor conducted an analytic study of the long-term impact of High Intensity Training (HIT), a technique developed and managed during a previous contract period. Technical support was provided for design, implementation, and analysis of Advanced High Intensity Training, a process marketed by Skill Upgrading in Cleveland (see 1.142).

The contractor built on earlier activities as systems manager for a three-city upgrading project for the design, marketing, and management of worker mobility programs.

In the current phase of the contract work, the contractor is engaged in data collection and analysis within three operating situations—The National Restaurant Association (see 1.133), Chrysler Corporation, and the Equal Employment Opportunity Commission—in order to: (1) Describe employers' present upward mobility policies and practices; (2) develop strategies for obtaining organizations' agreement to experiment with mobility programs; (3) design, implement, and evaluate employee mobility processes within the organization; and (4) develop approaches for transferring techniques

for enhancing upward mobility generated at the research sites to other units within the best companies and to other organizations.

A major anticipated outcome of the present effort is the development of a set of guidelines for implementing upward mobility programs in the industrial setting.

Preliminary findings: In the field of worker mobility, the study has found the following: (1) Where skills shortages are not affecting organizations' productivity (as in the current economic slowdown), employers are not generally receptive to employee mobility programs; (2) the costs of turnover are insufficient inducement for employers to initiate upward mobility programs; (3) the concept of "human capital investment" has not been widely accepted by employers; (4) outside intervention, from an agency such as the Equal Employment Opportunity Commission, can act as a catalyst and induce employers to initiate upward mobility processes; (5) implementation of High Intensity Training (during an earlier phase of funding by the Department of Labor) resulted in in-house training capabilities remaining in 25 percent of the employing organizations where HIT had been initiated; (6) HIT produced for the enrolled workers the agreed-upon wage increases following training but did not generally result in further upward mobility for them.

The project has produced three major reports: (1) *A Handbook for Upgrading Low-Skill Workers* is a series of guidelines for design and implementation of an in-plant worker upgrading program. The handbook outlines organizational needs, analysis procedures, and a job task and requirements analysis methodology appropriate for determining training curriculum needs, with the forms for recording necessary information. Recommendations for structuring curricula, both format and content, are made. (2) *Upward Mobility for the Underemployed Worker* (Issues and Problems Series/-Manpower and Mobility) reports on the proceedings of two seminars sponsored by the contractor on the theme of upward mobility processes. (3) *Follow-up Analytic Study of a Three-City Upgrading Program* is an account of the contractor's analytic study of the long-range impact upon trained workers and their employing organizations of the High Intensity Training programs conducted in Baltimore, Cleveland, and Newark during 1968–69.

Contract period: September 1, 1969, through August 31, 1972.

1.131 INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Contract 82-34-69-44

Training Incentive Payments Program (TIPP)

This project is exploring the feasibility of using incentive payments to private employers for upgrading low-income employees in a largely self-administered program.

This study was preceded by a pilot activity to determine employer reaction and necessary administrative practices. The project makes an incentive payment to a company if, on a scheduled basis, the company raises the earnings of the employee. The presumption is that the company will provide training and supportive services for the employee to move up the income scale. The incentive payment to it is in recognition of the costs in undertaking such training and services. The project is gathering data from participating firms on the extent, nature, and effects of upgrading occurring under the program.

Contract period: June 16, 1969, through October 31, 1974.

1.132 NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH
NEW YORK, N.Y.

Contract 82-34-70-29

Demonstration to Develop Alternative Qualifications and Credentials for Upgrading Paraprofessionals

With the assistance of employers, educational institutions, appropriate unions, and professional societies, this project is developing and testing innovative models of upward mobility for paraprofessionals in five human service occupations. Specifically, the project is developing changes in qualifications and accreditation processes alternative to the ones required by most employers. Key features of the models are: (1) Credentials are based on a thorough analysis of job relevant knowledge and skills; (2) the employer fully collaborates with an academic institution to determine training and curriculum content; and (3) academic credit is given for past work experience, on-the-job training, and critical life experience. This is a followup study of findings from a previous project (see 1.158) whose report issued

as MDTA Experimental and Demonstration Findings No. 8.

Contract period: July 1, 1970, through November 1973.

1.133 NATIONAL RESTAURANT ASSOCIATION
CHICAGO, ILL.

Contract 82-17-71-19

Development of Mobility Models and Upgrading Programs for the Food Service Industry

This project builds on a recent research study by the School of Hotel Administration, Cornell University, carried out with the cooperation of the National Restaurant Association (see 1.149). Its objectives are to: (1) Develop, install, and measure the impact of new upward mobility systems for nonmanagement workers (such as kitchen staff, waitresses, and busboys) in four major segments of the food service industry (institutional feeding, hotel food service, commercial restaurants, and airline food service); and (2) determine whether and how a trade association can effectively provide guidance in job structuring and upgrade training to employers in the industry.

The contractor will rely on three universities—Cornell, Denver, and Michigan State—to analyze the techniques used, including an assessment of the strengths and weaknesses of each. The project will also utilize technical assistance from the Humanic Designs Corporation, provided under a separate contract (see 1.130).

Contract period: April 15, 1971, through April 15, 1974.

1.134 NEW CAREERS SYSTEMS INSTITUTE, INC.
NEW BRUNSWICK, N.J.

Contract 82-34-69-41

Development of Upgrade Models in Private Industry

This project, now in its third phase, has been developing, implementing and testing the effectiveness of new methods of adapting jobs and job progression systems in industry to facilitate the promotion of employees whose opportunities for upward mobility would otherwise be limited. The new models are also being assessed in terms of their potential to increase employers' effectiveness in managing internal labor market problems.

During the initial phase, New Careers Systems Institute, Inc. (NCSI) designed and installed an upgrading program in a small company which manufactures plastic print materials. NCSI did job-task analysis and developed a diagonal/vertical career ladder system tied to on-the-job skills training, off-the-job basic education (including courses for the general education diploma), and other supportive services.

In the current phase, NCSI is working with four large companies which differ from each other and from the phase I company in type of production and organization of work, but which are similar in that the work site divisions are characterized by comparatively flat occupational structures.

During phase II, NCSI reached agreements with all four companies to explore a variety of upgrading issues within each, presented to each company individual work plans based on the feasibility studies, and began development of materials related to the provision of employee skills training and supervisory training, to job restructuring, and/or to the development of new job ladders.

During phase III, NCSI will implement at all four sites one or more of the basic upgrade models developed during phase II. Each company is making available corporate or operating personnel to work with NCSI staff to provide continuity in the implementation and institutionalization of the respective upgrade system. Each has agreed to provide paid release time for training where training is part of the system and to upgrade those employees who successfully participate in the upgrade program, at what amounts to a 10–20 percent wage increase. All companies have agreed to and are interested in the measurement of the impact of these efforts on employee performance, turnover, and other indicators.

Contract period: May 12, 1969, through April 30, 1973.

1.135 THE CITY UNIVERSITY OF NEW YORK RESEARCH FOUNDATION
NEW YORK, N.Y.

Contract 82-34-69-34

Health Services Mobility Study

This project, funded jointly by the Office of Economic Opportunity, the Department of Health, Education, and Welfare, and the Department of Labor, will determine methods of facilitating both the horizontal and vertical job mobility of health service workers. The project involves: (1) Perfecting a methodology of job

analysis that will lend itself to job design, curriculum design, performance appraisal, and selection of career pathways; and (2) assisting in the application of the techniques perfected in a health service center. The contractor has designed and is testing a method to measure the dimensions of skills and knowledges required on various health service jobs. The contractor will implement the method of job analysis developed in one health service setting.

Preliminary findings: Changes in New York's municipal hospitals to permit more efficient use of health manpower were proposed by Eleanor G. Gilpatrick and Paul K. Corliss in *The Occupational Structure of New York City Municipal Hospitals.* Another report recapitulates the work done on this project through March 1972. It tells the background of the project, details the research progress, explains the task-analysis method, and describes the numerous reports produced by the project. It also outlines the work planned for the duration of the project.

Contract period: March 1, 1969, through March 31, 1973.

1.136 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 92-17-71-02

Dr. Samuel I. Doctors, Graduate School of Management

Enhancement of Worker Mobility and Job Opportunity

The grantee is conducting an intensive analysis of three companies which have planned upward mobility systems, including at least one that is introducing new internal mobility practices. The analysis is designed to examine how the mobility systems function, why they were designed as they were, reasons for limitations on their operations, and other factors that are relevant to understanding the barriers to broad internal mobility programs.

The grantee is to use the findings as the basis for seminars for the companies with which it works, other selected companies, and selected academic personnel to develop a final paper on: (1) Conclusions which appear to have some applicability to certain types of companies; and (2) specifications for types of new efforts that the companies in the seminar might be willing to introduce to test specific approaches.

Completion is scheduled for August 1972.

1.137 UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 92-42-72-26

Dr. Herbert R. Northrup, The Wharton School of Finance and Commerce

In-Plant Upgrading and Mobility Patterns

This project will: (1) Conduct case studies of in-plant upgrading and mobility patterns in different industries; (2) describe mobility paths of foremen and supervisors; (3) determine the extent to which promotions are based on objective, quantifiable criteria; and (4) construct a model that explains a typical mobility path. Company personnel policy statements will be examined to determine whether upgrading policy is clearly articulated and what impact it has on the promotion process. The grantee will also assess information from personnel records to discern whether characteristics of upgraded workers change over time. Multiple regression and other basic statistical applications will be used to develop a mobility model. Several plants in different industries will be selected to reflect various types of seniority structures. Interviews will be conducted with plant managers, foremen, employees, and others with knowledge of upgrading and promotion decisions.

Grant period: June 15, 1972, through December 31, 1974.

1.138 E. F. SHELLEY AND COMPANY, INC.
NEW YORK, N.Y.

Contract 82-36-71-49

Utilization Project to Assist the Ohio Bureau of Employment Services (OBES) in an Upgrading Program

This project is: (1) Exploring and demonstrating the usefulness of providing assistance to the OBES in the development of its proposed upgrading program, and (2) documenting this utilization effort by producing reports, manuals, guidelines, and other materials which could be used in developing other employment service programs.

To aid the OBES in its upgrading project, the contractor prepared a brochure, *Upgrading Your Workforce, A Key to Productivity,* which summarizes the findings of the contractor's earlier study (see 1.166).

The brochure is being field tested in Ohio and other selected ES offices.

Contract period: June 30, 1971, through January 31, 1973.

1.139 SOCIAL DEVELOPMENT CORPORATION
WASHINGTON, D.C.

Contract 82-11-71-25

Farm Job Ladder Project

This project is exploring: (1) The potential for developing alternate model systems for job structuring and related training and upgrading on large farms undergoing change in mechanization levels; and (2) the feasibility of involving farm operators in the testing and development of new methods for improving farm manpower management. With the cooperation of an advisory committee of agricultural economists, agricultural engineers, practicing farmers, and farm organization leaders, the contractor is analyzing the manpower management systems of four or five large California farms and designing practical job progression models, indicating related training and upgrading sequences.

During the first 8-month phase, the project secured the participation of four farms selected to involve: (1) Several different major crop areas; and (2) farms representing employment periods ranging from seasonal to full-time year-round. It was then able to identify and to carry out detailed task analyses of nearly all farm activities. Additional technical advice was provided by the Los Angeles Occupational Analysis Field Center which endorsed the project's task identification methodology.

In a second 8-month phase, the contractor has been observing, identifying, and analyzing the farm activities that take place during the spring and summer months and is incorporating these data into the design of alternate job ladder models and training sequences appropriate to them. After discussion with its advisory committee, the project will present the models, along with recommendations for a training program for farm supervisors, to farm managers for their consideration.

Contract period: May 15, 1971, through November 15, 1972.

1.140 UNITED STATES RESEARCH AND DEVELOPMENT CORP.
NEW YORK, N.Y.

Contract 82-34-70-31

Job Advancement Training Program: Training the Worker During Periods of Layoff

This project seeks to determine whether and how constructive use can be made of cyclical and/or seasonal layoff time through training which leads to increased performance and employability of workers and the general improvement of work force capability. The project will also ascertain whether it is practical to build a system for such training which would have general community acceptance and become an ongoing institution with employer, employee, and labor union support. The interim findings of this project are included in a report entitled: "The First Year: Training the Laid Off Worker."

The contractor is to provide training, support, placement, and followup services as needed to recently laid-off unskilled and semi-skilled workers and to attempt to develop an industrial-business-labor network in which the use of layoff time for training becomes a community norm.

Contract period: July 1, 1970, through June 30, 1973.

1.141 STATE OF VERMONT DEPARTMENT OF EMPLOYMENT SECURITY
MONTPELIER, VT.

Contract 82-48-70-30

Special Work Projects for the Unemployed and Upgrading for the Working Poor

This project is exploring the feasibility and value of alternative approaches and procedures for conducting special work projects (such as "public service employment") for the unemployed and upgrading training for the working poor. It will help develop guidelines and other knowledge required to facilitate and make more effective national implementation and rapid expansion of such manpower training aimed at enhancing the employability of heads (and other members) of low-income families (particularly those who meet the eligibility requirements of proposed welfare reform legislation).

The contractor is establishing special work project slots with nonprofit employers and upgrading training opportunities with private sector employers and is recruiting project enrollees from among WIN and other applicants at the five district employment service of-

fices in Vermont. Supportive services (such as child day care, health aid, rehabilitation assistance, or social services) are provided to project enrollees by Vermont's Human Resources Agency and State Office of Economic Opportunity.

Contract period: June 30, 1970, through June 30, 1973.

COMPLETED PROJECTS

1.142 CLEVELAND—OFFICE OF THE MAYOR
CLEVELAND, OHIO

Contract 82-37-70-32

Advanced High Intensity Training

From July 1970 through October 1971, Skill Upgrading in Cleveland, under the sponsorship of the Office of the Mayor, conducted the Advanced High Intensity Training (AHIT) project which provided in-depth interventions with client companies to upgrade underemployed workers. The project built upon earlier experience with High Intensity Training (HIT) (see 1.169), a brief in-plant training for one-step upgrading of entry level workers. In contrast, AHIT was to determine whether and how a steeper upgrading to fill skilled and supervisory positions might be accomplished.

The AHIT process included these core elements: Client contact analysis of workforce problems and training needs, program design, curriculum development, trainee selection, and training.

The report shows that the project did not achieve the planned-for results. The major conclusions were: Federally-funded upgrading projects can have a beneficial impact on the working conditions and efforts for employee upgrading in the private sector. But most companies are unable or unwilling to use the services of an outside change agent that proposes to intervene in the company's internal functioning. Furthermore, the relatively few firms which comprise the upgrading market can accommodate only a degree of organizational change, modest pay increases, and small increments in responsibility for the employees who participate in upgrade training. The report also outlines in some detail the necessary ingradients of a successful upgrading project.

1.143 THE JOHNS HOPKINS UNIVERSITY SCHOOL OF MEDICINE
BALTIMORE, MD.

Grant 92-22-69-24

Rodney Reilly, John F. Kennedy Institute

Development of Guides for a New Model New Careers Program

This grant explored the potential and value of developing guides for a new model "New Careers" program in the health field.

A program analyst supervised the development, coordination, and assessment of a unique New Careers program in the health field for disadvantaged persons and prepared the guides and other "how-to-do-it" materials (such as trainers' manual, trainees' manual, and program handbook) which can be used to duplicate the model.

A final report on the project is expected in the fall of 1972.

1.144 METROPOLITAN CLEVELAND JOBS COUNCIL
CLEVELAND, OHIO

Contract 82-39-72-10

Theodore D. Small

Upgrading: Three Years' Experience in Cleveland

This report provides analyses and perspectives on the experience of Skill Upgrading in Cleveland (SUIC), an experimental and demonstration project conducted for the past 3 years.

Topics covered include: The agency's development of a unique upgrading technique, Advanced High Intensity Training (AHIT); a comparison of the methods and results of AHIT and HIT (High Intensity Training); developing upgrading programs with employers and training methods, as well as the role of the City of Cleveland as sponsor. Appendixes include a sample upgrading training proposal and a sample training curriculum outline.

The reporter concludes that AHIT was an effective, although expensive, mechanism for raising low-skilled workers out of the "working poor" category. Recommendations are made for the formulation of future upgrading policy.

1.145 MOBILIZATION FOR YOUTH, INC. NEW YORK, N.Y.

Contract 82-34-66-25 and 82-34-69-18

New Occupations Demonstration Project

This project was originally jointly funded by the Department of Labor and the Office of Economic Opportunity in 1966, about a year before the enactment of the New Careers Amendments to the Economic Opportunity Act. Project staff worked with city hospitals and private medical centers to restructure the local delivery systems for health services while opening up new career opportunities in the health field to disadvantaged adults. Several new entry-level jobs in municipal clinics and hospitals were created (e.g., social health technician and psychiatric health technician), and the project also developed a training model for preparing disadvantaged adults for employment at these jobs.

The purposes of the second phase of contract work, begun in 1969, were to: (1) Conduct training for and institutionalize the new occupations in the health services community; (2) develop upgrading avenues for the new health technicians at local colleges and at the institutions where they were employed; and (3) test the transferability of methods used in the health programs to other industry sectors.

The second work phase was separated into two components—the New Health Occupations Program (NHOP) and the Gateway Project. The NHOP went on to assess the impact of the program's various efforts to train and place disadvantaged adults in new health occupations, including blood bank technician. (OEO paid staff and administrative costs for this component and the Manpower Administration paid most of the training allowance costs.) The Gateway Project, which explored the potential for influencing and guiding employer and union policies affecting the development and use of manpower particularly in skill shortage industries, was designed to combine immediate entry-level job placement for adult men in mechanical services industries (electric typewriter repair and industrial sewing machine repair) with after-hours skill training (without stipends) for higher level jobs in the same industries; and to elicit employer support and eventual sponsorship for the program.

The NHOP staff designed a trainee selection procedure judged to enhance trainees' success in the program. Questionnaires, group testing sessions, group discussion, and individual interviews were part of the selection process, according to *New Health Occupations Program: Selection Procedure and Screening Instruments.* It was found that enrollees must achieve a sixth-grade literacy level on the tests if they are to have a good chance of completing a 40-week health technician training program. Other NHOP findings were reported in *Establishing a New Career: The Social Health Technician.* Some of them are: (1) With the exception of short-term courses for nurse's aides, there are few cases of systematic in-service preparation of staff for promotion or on-the-job training of new professional personnel; (2) new health technicians may find their opportunities for advancement severely limited without high school diplomas because there are as yet no employment and promotion criteria based upon actual skills and knowledge required to perform health service work; and (3) operational and advisory committees are an important aid in solving the problems and achieving the goals of new careers training programs.

The Gateway Project staff found that the male enrollees expressed themselves better when gathered together near the machines they were to learn about than in round-table group discussions, used successfully with the women in the NHOP.

Gateway enrollees generally preferred training in electric typewriter repair to sewing machine repair, with more of the Puerto Rican than black enrollees interested in the latter. Project staff speculated that men attached status to "business machine" (typewriter) repair work.

1.146 NORTHEASTERN UNIVERSITY BOSTON, MASS.

Contract 41-9-004-23

Dr. Harold M. Goldstein and Dr. Morris A. Horowitz, Department of Economics

Restructuring Paramedical Occupations: A Case Study

This project concerned hiring standards and job duties for paramedical personnel in the Cambridge (Mass.) Hospital. The researchers developed and tested a "short-cut" method of job analysis, developed new hiring standards, and helped the hospital implement certain recommendations.

The researchers found a substantial overlap of functions in nursing jobs and smaller amounts among other related occupations. Educational requirements and institutional barriers prevented paramedical personnel from progressing to related occupations, and relatively little training was offered to paramedical personnel.

Recommendations included: (1) Creating a job ladder consisting of three new paramedical occupations—Nursing Assistant, Medical Assistant, and Physician's Assistant; (2) establishing training programs which would enable employees to climb this ladder in about 2 years; (3) restructuring other nursing occupations—for example, abolishing the distinction between nurse aide and orderly jobs; and (4) reorganizing the laboratory to encourage contract laboratory work for neighboring hospitals.

Within a relatively short time, the hospital modified some entrance requirements, restructured some jobs to make fuller use of education and training, established new occupations with a potential for upward mobility, and started training programs.

Under an additional grant (see 5.114), the researchers are continuing their work with the Cambridge Hospital and are seeking to persuade other hospitals to undertake similar personnel reforms.

1.147 U.S. CIVIL SERVICE COMMISSION WASHINGTON, D.C.

Contract 82-09-70-34

Develop Job Restructuring to Facilitate Upward Mobility

The project grew out of the concern about the limited opportunity for advancement for many Federal employees. The lack of promotional opportunity is rooted in part in the limited education and training of many lower grade employees. It also reflects the fact that many jobs in the low intermediate levels are not structured so that experience at one level provides the learning experiences needed to perform the duties at higher levels.

Moreover, since minority groups and the disadvantaged constitute an increasing percentage of the employees in dead-end jobs, the Government's policy of equal employment opportunity is less effective than it could and should be.

The contractor worked with three Federal agencies to restructure jobs in selected occupational fields and make necessary changes in training, selection, and other manpower practices in order to: (1) Enable employees in lower grades to progress to higher grades not customarily filled by promotion from the lower levels; and (2) provide guidelines for the Federal Civil Service generally as to the feasibility, desirability, and methods of facilitating such upward mobility.

The project demonstrated that it is feasible (though not easy) to use job restructuring to facilitate upward mobility. Success requires coordination of all elements of the personnel program in a way not heretofore normally accomplished, plus the strong support of management. The contractor developed guides and models for others to follow, as well as a course in the techniques.

While job restructuring can contribute to achieving upward mobility, there is a need for a thorough exploration of the specific role that individual counseling and career guidance can play in the Federal service. The programs which were introduced are directed at high-potential employees who, because of the way work was organized, were unable to move to higher skill jobs. There are many employees locked in low-level jobs who need more than an opportunity to move. They need positive assistance. The wide range of programs being tried out provides a laboratory for testing a variety of hypotheses about the best means for employees to seek and to achieve their highest potential and productivity.

The products of the project are in two parts. One presents examples of the program elements needed to approach upward mobility through work and training ("Upward Mobility Through Job Restructuring.") The other part is a package of training materials for a 3- to 4-day course which is intended to provide participants with practical means for developing entry level positions and for building career opportunities into their personnel systems through the application of job restructuring ("Task Analysis and Job Restructuring"). It contains modules on: (1) Job and Task Analysis; (2) Job Design; (3) Job Element Approach to Qualification Requirements; (4) Training Plans; and (5) Training Agreements with Civil Service Commission. The training guide was designed for training Federal managers in job restructuring and upward mobility, but it has been adapted for use in a nationwide training program for local and State government personnel under the Public Employment Program. Training was provided through about 20 courses in areas throughout the country.

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NTIS—PB 193299; *Career Ladders in the Food Service Industry*, National Restaurant Association, 1530 Lake Shore Drive, Chicago, Ill. 60610, January 1971 (summary).

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2. Follow-up Analytic Study of a Three-City Upgrading Program

NTIS—PB 201149.

3. Upward Mobility for the Underemployed Worker (Issues and Problems Series/Manpower and Mobility)

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1.152

Institute of Public Administration—No. 82-34-69-44.

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NTIS—PB 201160.

1.153

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Development of Guides for a New Model Careers Program

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1.154

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Toward A Career Ladder in Nursing: Upgrading Nurse's Aides to Licensed Practical Nurses Through A Work-Study Program

NTIS—PB 199441.

1.155

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NTIS—PB 208174.

1.156

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NTIS—PB 191291.

1.157

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NTIS—PB 199118; MA/ORD—R&D Findings No. 11.

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NTIS—PB 201723.

3. New Health Occupations Program: Selection Procedure and Screening Instruments

NTIS—PB 201174.

4. New Occupations Demonstration Project: New Health Occupations Program

NTIS—PB 199082.

1.158

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1.159
New Jersey Department of Labor and Industry, The—No. 32-8-3027-000.

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1. The Occupational Structure of New York City Municipal Hospitals (Research Report No. 2), by Eleanor G. Gilpatrick and Paul K. Corliss

Praeger Publishers, 1970.

2. Technical Report No. 11 (Progress Report for the Period October 1967 Through March 1972).

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The Syracuse Upgrading Project

NTIS—PB 201159.

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New York University—Ronald D. Corwin, No. 81-34-69-02.

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NTIS—PB 192569.

1.163
Northeastern University—No. 41-9-004-23.

Restructuring Paramedical Occupations

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NTIS—PB 211114 ($6).

1.164
Puerto Rico, Commonwealth of, Department of Labor, Migration Division—No. 82-41-69-12.

A Demonstration Program to Relocate, Stabilize and Upgrade Puerto Rican Migrant Workers

NTIS—PB 199415.

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NTIS—PB 200152.

1.166
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NTIS—PB 199153.

1.167
Skill Achievement Institute—No. 82-34-68-19.

Upgrading the Underemployed in the Work Environment.

ERIC—MP 000801.

1.168
Skill Upgrading, Inc.—No. 82-22-68-45.

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NTIS—PB 200290.

1.169
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SUIC: Improving Opportunities Through In-Plant Training

NTIS—PB 199515.

1.170
U.S. Civil Service Commission—No. 82-09-70-34.

Upward Mobilily Through Job Restructuring

Vol. 1. Building Career Programs in the Federal Service with Materials Developed by the Application of Job Restructuring

NTIS—PB 211711.

Vol. 2. Instructor's Guide for Task Analysis and Job Restructuring

NTIS—PB 211712.

1.171
United States Research and Development Corp.—No. 82-34-70-31.

The First Year: Training the Laid Off Worker

NTIS—PB 210789.

1.172
Vanderbilt University—No. 92-45-68-08.

Final Report, Upgrading Hospital Employees Through After-Hours Education

NTIS—PB 199991.

• See also projects 1.46, 1.72, 1.129, 2.17, 2.23, 2.39, 2.49 2.50, 4.24, 4.36, 6.103, 6.139, 6.142, 6.182.

WORK INCENTIVE (WIN) PROGRAM

(See also Chapter 3. TARGET GROUPS OF MANPOWER PROGRAMS—Welfare Recipients and the Working Poor)

ONGOING PROJECTS

1.173 ASSOCIATE CONTROL, RESEARCH AND ANALYSIS, INC. (ACRA)
WASHINGTON, D.C.

Contract 51-11-72-03

Ann Hughes Hargrove, Research Director

Legal Analysis of the Work and Training Requirement Under the Work Incentive Program

The principal objective of this study is to conduct a survey of the appeals process for those welfare recipients (Aid to Families with Dependent Children —AFDC) who have refused to comply with the work and training requirement of the Work Incentive (WIN) program.

There will be a legal analysis of the administrative and judicial decisions affecting those AFDC recipients who have been judged as having refused to participate in WIN without good cause. Explicit and *de facto* refusals will be analyzed as well as the difference in treatment between mandatory and voluntary referrals to WIN.

Phase I of the study is being conducted to determine whether pertinent data can be obtained and whether administrative hearings and legal activity are sufficient to warrant a comprehensive analysis. Interviews will be conducted with 50 enrollees from each of four geographic areas, and 25 interviews will be conducted with local WIN sponsors, hearing personnel, and State officials at each site. Background material will be collected from Federal, social, and legal service agencies.

Completion is scheduled for June 23, 1973.

1.174 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Contract 51-25-71-03

Dr. Leonard J. Hausman, Florence Heller Graduate School for Advanced Studies in Social Welfare

Determining Priorities Among and Services for Assistance Recipients Under the Manpower Components of the Work Incentive (WIN) Program and the Opportunities for Families Plan (OFP)

The primary objectives of this project are to: (1) Establish priorities for the use of scarce manpower resources to serve WIN or OFP recipients; and (2) develop guidelines that will aid in determining which recipients ought to get what services under WIN or OFP.

A cross-disciplinary team of researchers will meet to specify the major issues involved in planning the delivery of manpower services to welfare recipients. Individual team members will then deal with selected issues according to their areas of expertise (e.g., forecasting and projections or measurement of employment potential), study available literature and data, and interview a limited number of WIN administrators about current methods of determining service packages for WIN recipients.

Completion is scheduled for November 1972.

1.175 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 51-11-72-04

Laure M. Sharp

Youth in the WIN Program and Employers' Intentions to Use WIN Tax Credits

The initial objectives of this study were: (1) To identify those problems and situations encountered by WIN enrollees under 22 which are not faced by enrollees in other age groups, and (2) to determine how problems peculiar to this group are related to success rates in WIN, the organization and characteristics of local WIN programs, characteristics of the total WIN clientele in a given program, and broader community features such as the prevailing economic and social climate.

A modification of the contract provided for a quick survey of employers' intentions to use the WIN Tax Credit Program (WTCP).

During phase I of the youth study, mail questionnaires are being sent to local office managers of 100 WIN projects to collect baseline data on young enrollees and to study the effects of WIN program characteristics on dropout, placement, and termination rates. During phase II, 600 WIN enrollees under 22 will be interviewed on their biographical characteristics and their perceptions of and experiences in the WIN program. WIN staff at each of 10 WIN projects will be interviewed on those program features and problems identified in phase I as associated with high dropout and low placement rates for enrollees under 22. Data will be analyzed to identify those factors (programmatic, enrollee characteristic, or environmental) which contribute in a unique way to the success and failure of WIN enrollees under 22 in contrast to other age groups.

Under the contract modification, a nationwide survey of 205 private employers with previous experience in hiring WIN enrollees (28 percent response) revealed that: (1) Most were unaware of WTCP; (2) most did not intend to participate; (3) additional financial incentives would not increase participation; (4) nonparticipation was a result of slack economy, WTCP red tape, union regulations and lack of knowledge of the program; (5) participants were larger firms motivated by societal obligations rather than financial incentives; and (6) crude extrapolation of survey results indicated that 2,000 employers might hire 34,000 WIN enrollees at $1.95 an hour. Assuming retention of the employees for the required time, the related potential tax revenue would be $132 million.

These findings, while suggestive of current employer knowledge and intentions, should be treated with caution because of the small sample size and the low response rate.

Contract period: February 1, 1972, through June 1, 1973.

1.176 CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Contract 51-37-69-11

Dr. Gregory O'Brien, School of Applied Social Science

Decisionmaking in the WIN Program

This project is one of three which are conducting a study of the nature and effects of decisions by which men and women receiving Aid to Families with Dependent Children are enrolled in the Work Incentive (WIN) program. The research setting for this project is Cuyahoga County, Ohio.

For a full description of the study, now in its second phase, see 1.177.

Completion of this phase of the contract is scheduled for August 1973.

1.177 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Contract 51-15-69-08

Dr. William J. Reid, School of Social Services Administration

Decisionmaking in the WIN Program

This project is part of a study in three areas (Cook County, Ill., Wayne County, Mich., and Cuyahoga County, Ohio—see 1.176 and 1.179) of the nature and effects of decisions related to the Work Incentive (WIN) program made by female enrollees, social service caseworkers, and WIN team members. With the baseline data on the diverse requirements of the different types of welfare groups served and the way they have been met, the researchers are testing new propositions regarding the consequences of variations in the processing of groups with varying welfare histories in different programs.

In the first phase of the study, it was found that: (1) Self-selection should be the primary basis for deciding which AFDC mothers should be referred to and accepted by WIN; (2) caseworkers should be provided information on opportunities available through WIN by means of in-service training as well as client feedback; (3) child care services should be designed to facilitate and improve the quality of informal care of children; and (4) the WIN program should be under the jurisdiction of a single agency.

The second phase of the study is focusing on the research to determine the extent to which monetary incentives built into the WIN program induce clients to participate and whether other inducements can affect clients' decisions.

Completion of this phase of the study is scheduled for August 1973.

1.178 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Contract 51-24-69-09

Dr. Phillip M. Marcus, Department of Sociology

Undergraduate Social Work Education and the Needs of the WIN Program

To enable schools of social work to make a greater contribution to the solution of manpower problems and, especially, the Work Incentive (WIN) program, this study is investigating differences between the professional skills needed in the WIN program and those supplied in undergraduate social work programs. If analysis of the data indicates that it is feasible to modify courses and curriculums so that graduates will be better trained for work in government programs for the disadvantaged and if schools of social work are receptive to such changes, a subsequent project could develop, initiate, and evaluate such modifications.

Information is being obtained by mail questionnaires from graduates of Michigan State University with a B.A. in social work and by interviews with key members of selected WIN teams in Michigan, supplemented by questionnaires to professional members of the teams.

Completion is scheduled for October 31, 1972.

1.179 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 51-24-69-10

Dr. John Propman, School of Social Work

Decisionmaking in the WIN Program

This project is one of three which are conducting a study of the nature and effects of decisions by which men and women receiving Aid to Families with Dependent Children are enrolled in the Work Incentive (WIN) program. The research setting of this project is Wayne County, Mich.

For a full description of the study, now in its second phase, see 1.177.

Completion of the study is scheduled for August 1973.

1.180 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 51-25-70-08

Dr. Guy H. Miles, Division of Social Sciences

Developing a Model WIN Project for Rural Areas

This project is designed to develop a model or models for various types of WIN projects in rural areas to guide the improvement of such projects. It is examining whether rural welfare recipients have different attitudes, particularly toward work, than the urban poor. Factors unique to rural areas, such as sparse population, lack of transportation and communication systems, and limited industrial development, are also being investigated. In addition, an attempt will be made to identify those facets of WIN that affect its success in various types of communities and with various types of people. (For a parallel study for urban areas, see 1.191).

Data were obtained from 1,000 persons enrolled in WIN projects in a sample of six counties from each of four geographic regions (the Northeast, the South, the North Central States, and the West), from WIN administrators and community leaders, and from census data and a variety of other sources.

Preliminary findings: Inadequate transportation and the lack of child-care facilities represented the greatest barriers to participation in the WIN program. Moreover, it was found that the range of work experience available in rural areas cannot support training that will equip enrollees for lifetime employment. Furthermore, given the scattering and sparsity of the population and present program limitations, the researchers concluded that setting up facilities for meaningful skill training is not economically feasible.

Hence trainees have been placed in other training institutions and then largely forgotten by the WIN staff, with the result that the trainees became demoralized and the WIN staff got no feedback for improving the program. At the same time, other rural residents, usually with low incomes, tended to resent what they regarded as the special treatment and consideration received by WIN enrollees, and the comparatively few nearby employers generally knew very little about the WIN program and tended not to consider enrollees as potential employees.

Completion is scheduled for July 1972.

1.181 UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Contract 51-40-69-01

Dr. Samuel Z. Klausner, Department of Sociology

The Work Incentive (WIN) Program: Making Adults Economically Independent

This study is investigating what happens to the welfare recipient's personality and socialization when he shifts from one social system (welfare dependency) to another (economic independence). The researcher is examining the efficacy of the Work Incentive (WIN) program's procedures as an agent for fostering individual and social change and analyzing the program as a transitional social structure for enabling individuals to move easily and expeditiously into self-support.

Data for the study have been obtained from 600 recipients of Aid to Families with Dependent Children —evenly divided between those enrolled in a WIN project and those referred to the program but not enrolled because there were no suitable vacancies. All were residents of an eastern city.

Preliminary findings: The WIN training was found to be only partially effective, because such problems as health, child care, and transportation caused dropouts and failures. The services required to overcome these problems were often inadequate because of haphazard planning. Furthermore, the researcher concluded that the cost of constructing and maintaining comprehensive child-care facilities prohibited their use as a short-term solution to the day-care problem. The other major barrier to WIN's success was traced to the fact that neither the training allowances nor the subsequent earnings of the family head provided an income sufficient to remove the family from welfare dependency.

Completion is scheduled for September 1972.

1.182 UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Contract 51-05-70-05

Dr. Genevieve W. Carter and Dr. David Franklin, Research Institute in Social Welfare

A Longitudinal Study of WIN Dropouts: Program and Policy Implications

This study is concerned with high dropout rates (an estimated 40 to 80 percent of referrals in some areas) in the Work Incentive (WIN) program and the interruption of progress through the system for enrollees placed in deferred, hold, or recycle status. Specific questions to be investigated include: (1) What are enrollees' pathways through the WIN system? (2) What are the high risk points for dropouts and what events or conditions precipitate dropout? (3) What administrative practices and/or constraints contribute to the dropout problem and prolong holding status or recycling? (4) Can successful program completion be predicted? (5) What types of enrollees benefit most? (6) What community factors affect the fulfillment of WIN goals?

Information is being obtained from WIN dropouts and enrollees placed in deferred, hold, or recycle status and from counselors in WIN projects and welfare agencies.

Preliminary findings: The researchers have found that poor communications and lack of coordination between WIN and welfare staffs cause tremendous delays, erode staff and enrollee enthusiasm, and aggravate the dropout problem. Teams often give the client confusing and contradictory information. Furthermore, identical treatment of clients with different types of problems means that the needs of some are not met and others receive services they do not need. Another source of disenchantment is an excess of classroom work, since most enrollees prefer to learn by doing and to keep active.

Completion is scheduled for July 1972.

1.183 U.S. EMPLOYMENT SERVICE U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-11-72-27

Merwin Hans, Office of Employment Development Programs

Model WIN Demonstration Project

This agreement involves a transfer of funds to the U.S. Employment Service, for use by WIN in four States to complete developmental work in planning for and pretesting of research and development activities for three experimental components within the proposed Model WIN Demonstration Project. The experimental components involve: (1) Establishment of a combined WIN/welfare unit to provide coordinated delivery of WIN and welfare services; (2) establishment and testing of variations in the composition of WIN employability development teams; and (3) improving

child care arrangements to increase participation rates among mothers.

Funding provided by this agreement will finance the completion of feasibility work to determine whether the three experimental WIN components should be further developed. If so, the U.S. Employment Service will submit a formal proposal containing comprehensive program and research designs for future demonstration activities.

Contract period: June 1, 1972, through October 31, 1972.

COMPLETED PROJECTS

1.184 THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Contract 51-09-69-02

Leonard H. Goodwin

A Study of the Work Orientations of Welfare Recipients Participating in the Work Incentive Program

This study of the work orientation of Work Incentive (WIN) program trainees compared the trainees' attitudes toward work with those of middle-class workers and examined the interaction of the trainees' work orientations with their post-training work performance and experiences. It also probed the perceptions of trainees' work attitudes held by middle-class persons and WIN staff members.

Data were obtained between February 1969 and September 1971 through interviews with more than 1,400 WIN trainees in six moderately large cities, about 350 staff members of the employment service and WIN projects in these cities, and some 1,000 middle-class Negro and white residents of Baltimore and its suburbs.

WIN trainees were found to differ markedly from nonpoor persons with respect to only one feature of their attitude toward work; when they cannot earn enough money to support their families, trainees find welfare more acceptable than do the nonpoor. This difference was attributed to different experiences in the world of work. Thus, trainees who failed to obtain jobs after completing the program found welfare much more acceptable then than they had when they entered the program. This finding led to the hypothesis that despite a high work ethic, the experience of failure arouses great insecurity regarding the ability to succeed, fosters dependence upon welfare, and lowers the work activity of the poor. WIN staff, although understanding of the insecurity and welfare dependency of the trainees, believed that trainees had a weaker work ethic, lower life aspirations, and greater acceptance of illicit means of gaining income than the trainees themselves expressed.

Since WIN trainees in fact have the same positive orientation toward work as do employed persons, the researcher concluded that they do not need special efforts to motivate them to work. What they do need is greater efforts to help them experience job success rather than failure. Recommendations for accomplishing this were made.

1.185 BUREAU OF NATIONAL AFFAIRS (BNA)
WASHINGTON, D.C.

Contract 82-11-72-20

Dr. John V. Schappi

Tax Credit for Wages Paid to Workers Hired from WIN or Welfare Rolls

This project was designed to determine the employers' awareness of income-tax credits available to them for hiring Work Incentive (WIN) program participants, the extent of intended employer use of the WIN Tax Credit Program (WTCP), the reasons for its use or nonuse, and the effect additional financial incentives might have on participation. The object was to yield information quickly to Department officials at the outset of WTCP on the probable use of the program and to permit early changes in program provisions based on that information.

A nationwide mail survey was conducted among the members of BNA's *Personnel Policies Forum* consisting of large and small, manufacturing and nonmanufacturing firms. Of the 287 employers surveyed, 124 (43 percent) returned usable questionnaire responses. Significant findings were: (1) About half of all respondents were unaware of WTCP; (2) most (about 95 percent) respondents do not intend to participate; (3) an increase in the tax credit will have little impact on the hiring of WIN workers although financial assistance with on-the-job training may increase participation; (4) nonparticipation is a result of WTCP red tape, union regulations, slack economy with few projected new hires, lack of knowledge of WTCP, and lack of WIN program in the local community. A parallel survey was conducted simultaneously by the Bureau of Social Science Research, as an adjunct to its contract (see 1.175), using

different employers who had previously hired WIN participants. The findings of both surveys were generally similar.

These findings, while suggestive of employer knowledge of and intentions to use WTCP at the outset of the program, should be treated with caution because of small sample size and low response rate.

1.186 BUREAU OF SOCIAL SCIENCE RESEARCH, INC. WASHINGTON, D.C.

Contract 51-09-70-02

J. David Roessner

Employment Contexts and Disadvantaged Workers

This study examined the processes by which disadvantaged workers are integrated into the regular work force.

Data were obtained through interviews with: (1) Management in a nationwide random sample of 280 organizations employing WIN graduates; and (2) 280 former WIN enrollees who had left their first WIN jobs.

WIN employees were found in a variety of industries, more in the private than in the public sector. Most of the women were in clerical positions. WIN employees were treated in all respects the same as other employees with few special accommodations made by employers; indeed, most employers were unaware that individual workers were graduates of the WIN program. Both managers and supervisors rated WIN employees as high as, or higher than, regular employees on performance, attitude, and discipline.

Supervisors were rarely aware of any special problems concerning the WIN workers, and the workers who had left their jobs did not give illness, child care, or transportation problems as the reason.

Those who left voluntarily more often did so because they did not like the work than because they were dissatisfied with the salary, and they tended to get a better job or go for more training. Dismissals were usually attributed, by the supervisors, to deviations from rules or "improper attitudes," rather than lack of skill or job performance.

Few of the contextual variables (supervisor permissiveness, for example) seemed significant for WIN workers' adjustments to regular employment, although placements in small organizations were relatively more successful.

1.187 HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA, VA.

Contract 51-49-70-03

Dr. Richard P. Kern

Analyses of WIN Team Functioning and Job Requirements

This study was designed to obtain information regarding the staffing and composition of Work Incentive (WIN) program teams; the work activities performed by the different manpower specialties represented on the team; the ways in which teams utilize and coordinate the efforts of team members and clients during employability planning and decision-making processes; and the extent to which those factors contribute to team effectiveness in the accomplishment of team and client goals.

Data collection during the study required two samples of WIN teams located in 43 States. One sample consisted of 51 WIN offices, at each of which one WIN team was identified to respond to interview and questionnaire procedures during onsite visits. A second sample consisted of 71 WIN office locations, at each of which one WIN team was identified to receive and respond to the questionnaire procedure through the mail.

Five position descriptions resulted, describing in detail the duties and tasks performed by the various team members. Only 35 percent of the teams studied conformed to the full five-position staffing pattern. A basic four-position pattern is recommended to increase team effectiveness. Additional findings and recommendations concern in-service team training, use of initial assignment practices, and changes in the nature and level of work assignments to various team members.

1.188 HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA, VA.

Contract 51-49-70-06

Dr. Donald F. Haggard

Development of a Program of Instruction for WIN Employability Orientation and an Instructional Program for Employability Orientation

The objective of this project was to develop a flexible model of a program of instruction for WIN orientation

training, that is, that portion of training dealing with general employability and socioeconomic adaptation to society, rather than specific job skills. The handbook which resulted is based upon the most pressing needs of WIN enrollees as perceived by WIN teams conducting orientation training. Specific guidelines and materials for orientation training are presented in relation to each stated trainee needs. Additional guidelines and materials permit the training developer to tailor the model program to the specific needs of the trainees in each particular program. Evaluation instruments then allow for continued quality control of the program.

Eighteen subjects of instruction are covered in the handbook, and over 50 instructional units are given for use in training an enrollee: (1) To meet home and family responsibilities so that he is able to attend to the demands of employment; (2) to develop an understanding of factors affecting career choice and to acquire attributes required for attaining employment goals; (3) to seek and find full-time employment appropriate to his capabilities, career expectations and interests; and (4) to hold a job and advance on the job according to his ability.

1.189 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Contract 51-18-71-01

Dr. Paul F. Munger, Dr. David G. Smith, and Douglas W. Johnson, Department of Counseling and Guidance

Employability Development Team Interaction Analysis: An Exploratory Study

The study provides information about employability development (ED) team member interaction and its effect on enrollees based on a national sample of 31 sites. It covered both the Work Incentive and the Concentrated Employment Program, and it was coordinated with a review of ED teams by the U.S. Employment Service.

Findings indicated satisfaction with the ED team approach by both enrollees and team members. Differences among job roles were found in operating philosophy, level of training, and perception of enrollees. Team members evidenced a relatively low frequency of interpersonal interaction behaviors, devalued enrollees in relation to themselves and to other team members, and favored a supportive role with enrollees. Significant response style differences occurred, but supportive and evaluative were most frequently used. Enrollees gave more favorable ratings to their ED teams than they gave to themselves. Findings at this stage imply that action is needed in order to improve enrollee self-concept, particularly as enrollee self-concept was found to be highly related to satisfaction with the program.

Cohesion was strongest in teams characterized by four members, race and sex similarity, and low levels of leader power. The study suggests that leadership should be functional rather than administrative. Individual characteristics favoring team cohesion were internality; egalitarian perception of peers; positive task orientation; and positive self-, enrollee, and peer concepts. Internality, positive self-concept, and positive enrollee concept by team members resulted in the highest satisfaction ratings by team members.

Materials from this study have been incorporated in the curriculum for regional training and staff development for ED team trainers.

1.190 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 51-25-69-06

Dr. Guy H. Miles and David L. Thompson, Division of Social Sciences

Characteristics of the AFDC Population That Affect the Outcomes of WIN

This investigation centered on individual attitudes, behaviors, values, and other characteristics that distinguish the long-term from the short-term recipients of welfare and the way in which participation in the Work Incentive (WIN) program changes those characteristics. Basically, it tested a number of assumptions underlying the WIN program: Long-term dependency results from the individual's lack of social and economic resources to break the cycle of dependency; and long-term dependency engenders family instability, loss of dignity, and an inferior self-image. The analysis used data obtained in three interviews (at 6-month intervals) from 3,000 women who were participating in WIN projects and from 3,000 who were either working at low-wage jobs or receiving general public assistance.

In general, attitudes toward work and toward welfare were found to have little relationship to the work status of these low-income people. On the other hand, degree of self-confidence and attitudes toward the family, particularly attitudes about child care, were found to be very important determinants of employment status.

Concerning family stability, the findings generally supported the WIN guidelines, which assume that if an unemployed head of household were to obtain a job, he would gain increased respect from his family and would develop greater self-respect. In addition, it is assumed that, because he would provide a preferable model for his children to follow, family stability would in some way be greatly improved if he were to leave welfare and obtain a job.

Extensive analysis of the findings with respect to self-actuated work behavior and the factors that affect the stability of the low-income family led the researchers to formulate the following five general principles: (1) The incentive that gets low-income people to work is experience with work. (2) The deterrent that keeps low-income people from working is their fear of losing welfare income, benefits, and services. (3) Some low-income people simply will not be able to hold jobs. (4) People who are working feel better psychologically and physically than people who are not working. (5) In single-parent households the children of a parent who is working are just as well off as the children of a parent who stays home.

1.191 PACIFIC TRAINING & TECHNICAL ASSISTANCE CORPORATION
BERKELEY, CALIF.

Contract 51-09-70-10

Dr. Bradley R. Schiller

The Impact of Urban WIN Programs

This study was designed to examine alternative strategies, techniques, and approaches used in urban Work Incentive (WIN) programs in order to develop a more effective program model.

Over 100 urban WIN projects were observed over a 2-year period, and data were obtained through mail questionnaires and direct interviewing of WIN staff and clients.

Neither quality of staff and services provided nor efforts to alter enrollee attitudes or motivation can do very much to increase placement rates in the WIN program, according to the findings. Instead, WIN placement rates, the most common measure of WIN effectiveness, appear to depend almost entirely on the level and structure of the demand for labor and on community attitudes toward WIN clients.

According to the study's author, a more flexible concept of WIN effectiveness should include other benefits which the program provides, such as employment preparation and increased employability, counseling, improved self-image, and education. WIN clients interviewed by the researchers repeatedly expressed the importance and desirability of these goals.

The report stresses the need for greater flexibility in both expected program outcomes and local WIN project structure, both of which must be adapted to the realities of the local labor market. In times of high unemployment, for example, WIN programs need to emphasize skill training so graduates will be better prepared when more jobs become available.

1.192 RUTGERS—THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Grant 92-34-70-14

Ina Sullivan, Graduate School of Social Work

Short-Term Training Program for WIN and Public Welfare Personnel

This project explored the feasibility of using social work knowledge to develop a short-term program and related curriculum materials for training staffs of public welfare and manpower (WIN program) agencies, as a means of enhancing their knowledge of each agency's role and function and their skills for dealing effectively with problems of welfare clients and other disadvantaged applicants.

The grantee trained program staff and supervisors of local manpower, welfare and children's service agencies. The training was conducted in workshops, held 2 days a week for 3 weeks, to give trainees a chance to apply their learnings on the job during the rest of the week.

The final report gives an overview of the project's operations, followed by an evaluation of the project's effect on the trainees and the program in which they work, and prepared a training manual which would permit the program to be replicated at other WIN sites.

1.193 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 92-27-70-15

An Exploratory Study of Some Major Impediments to Success in the WIN Program

This study focused on utilizing social work knowledge to develop a short-term program and related curriculum materials for training trainers employed by public welfare and manpower (i.e., WIN program)

agencies, as a means of enhancing their skills for preparing agency staff to deal effectively with the problems of welfare clients and other disadvantaged applicants.

The grantee conducted two types of short-term training: two 1-day training programs and a 2-day intensive training program followed by periodic 1-day sessions. The two 1-day sessions—one for WIN workers and one for welfare workers—focused on the organizational differences between the work of the welfare department and that of the WIN agency (employment service). The 2-day program examined the policy statement in the WIN legislation and alternative routes to the stated objectives. Although participants in the 2-day program were relatively high-ranking personnel (WIN administrators of both Missouri and Illinois, Department of Labor staff of Washington, D.C., and other WIN researchers), the grantee concluded that they regarded themselves as powerless to influence national social policy. They assumed that their recommendations would carry no weight at higher echelons. The policy seminar also, in the grantee's opinion, confirmed a basic hypothesis of bureaucratic organization that information tends to move in only one direction, from top to bottom, and that it is virtually impossible for top-level administrators and policymakers to secure accurate and timely information from the lower operating levels.

The final report records the proceedings of the several training sessions and identifies the theoretical formulations and findings of the study. It also includes information which can be used for developing specific training materials.

1.194 WAYNE STATE UNIVERSITY DETROIT, MICH.

Contract 51-24-70-07

Dr. Gloria Cowan

Staff Attitudes and Success of the WIN Program: A Report on Phase I Results

This feasibility study examined the relationship between staff attitudes and the effectiveness of the Work Incentive (WIN) program.

Staff attitudes, measured through questionnaires and interviews, included philosophy of human nature, sense of own fate control, sense of fate control predicted for enrollees, attitudes toward the program itself, attitudes toward their own jobs, and prediction of work orientation of WIN enrollees.

WIN projects were assessed through a set of criteria developed in consultation with WIN staff members, officials, and enrollees.

The data showed that team attitudes were consistently related to enrollee attitudes toward the program, the job, and the staff. For example, WIN teams who were more satisfied with their own jobs had enrollees who expressed more satisfaction with their jobs. Some relationships were found between staff attitudes and enrollees' subsequent employment and wages, but were not as strong or consistent as those relationships involving enrollees' attitudes.

1.195 THE UNIVERSITY OF WISCONSIN MILWAUKEE, WIS.

Contract 51-53-69-12

Rita L. Youmans and Arlene Miller, Center for Consumer Affairs

A Study of the Relationship of Overindebtedness and Garnishment to Employability Among Milwaukee WIN Families

This study was designed to ascertain if eliminating the threat of garnishment would increase the employability of Work Incentive (WIN) program enrollees. Specifically, it explored whether a program of debt repayment would: (1) Stimulate enrollees to complete training; (2) encourage employers to hire WIN graduates despite records of garnishment; (3) eliminate job-hopping to avoid garnishment; and (4) reduce the incidence of discharges of WIN-trained employees due to garnishment.

The experiment involved three groups of WIN trainees in Milwaukee: (1) Those anticipating garnishment and granted long-term, low-interest loans to consolidate back debts; (2) those anticipating garnishment but not granted loans; and (3) those not anticipating garnishment and not granted loans.

It was found that: (1) Those who received loans and counseling had the best post-WIN employment record and incurred the lowest amount of new debts; (2) indebtedness was mostly due to the cost of medical care and health services (the largest single category), clothing, furniture, and car repairs; (3) WIN enrollees were reluctant to accept employment if they believed a large proportion of their salaries would be garnisheed; and (4) employers tended to fire garnisheed employees to avoid accompanying problems. The small sample and the similarities of the three groups of trainees precluded

any conclusions as to the effect of counseling and loans on employment stability.

REPORTS

1.196
Brookings Institution, The—Leonard H. Goodwin, No. 51-09-69-02.

A Study of the Work Orientations of Welfare Recipients Participating in the Work Incentive Program

NTIS—PB 202812.

1.197
Bureau of National Affairs (BNA)—John V. Schappi, No. 82-11-72-20.

Tax Credit for Wages Paid to Workers Hired from WIN or Welfare Rolls—*Special Personnel Policies Forum Survey*

NTIS.

1.198
Bureau of Social Science Research, Inc.—No. 51-09-69-03.

Employment Contexts and Disadvantaged Workers, Phase I—Final Report

NTIS—PB 190927.

No. 51-09-70-02
Employment Contexts and Disadvantaged Workers

NTIS—PB 206492.

1.199
Bureau of Social Science Research, Inc.—No. 51-11.-72-04.

Employer Intentions to Use the WIN Tax Credit Program: A Survey of Employers Who Had Previously Hired WIN Enrollees

NTIS.

1.200
Greenleigh Associates, Inc.—Hazel McCalley and Clara Friedman, No. 81-34-68-27.

A Study to Develop a Model for Employment Services for the Handicapped

NTIS—PB 186151.

1.201
Human Resources Research Organization—No. 51-49-70-03.

Analyses of WIN Team Functioning and Job Requirements

Phase I: Duty and Task Performance of Teams and Team Members by Richard P. Kern and John S. Caylor

NTIS—PB 202811.

Final Report: Duties Performed and Style of Functioning, in Relation to Team Effectiveness

NTIS—PB 210463.

1.202
Human Resources Research Organization—William C. Osborn and others, No. 51-49-70-06.

1. An Instructional Program for Employability Orientation

NTIS—PB 207395 ($6).

2. Development of a Program of Instruction for WIN Employability Orientation

NTIS—PB 210090.

1.203
Indiana University Foundation—Paul F. Munger, David G. Smith, and Douglas W. Johnson, No. 51-18-71-01.

Employability Development Team Interaction Analysis: An Exploratory Study

NTIS.

1.204
Legal Resources, Inc.—No. 82-09-69-27.

Opportunities Industrialization Centers: A Synthesis and Analysis of Fifteen OIC Final Reports

NTIS—PB 199551.

1.205
North Star Research and Development Institute—David L. Thompson, Guy H. Miles, and Albert J. Macek, No. 51-25-69-06.

1. A Study of Low-Income Families: Implications for the WIN Program

NTIS—PB 211702.

2. Self-Actuated Work Behavior Among Low-Income People

NTIS—PB 211703.

3. Factors Affecting the Stability of the Low-Income Family

NTIS—PB 211704.

4. A Study of Low-Income Families: Methodology

NTIS—PB 211705.

1.206

Pacific Training & Technical Assistance Corporation—Bradley R. Schiller, No. 51-09-70-10.

The Impact of Urban WIN Programs

NTIS—PB 210469 ($4.85).

1.207

Rutgers—The State University—Ina Sullivan, No. 92-34-70-14.

Short-Term Training Program for WIN and Public Welfare Personnel

NTIS—PB 211803.

1.208

Washington University—No. 92-27-70-15.

An Exploratory Study of Some Major Impediments to Success in the WIN Program

NTIS.

1.209

Wayne State University—Gloria Cowan, No. 51-24-70-07.

Staff Attitudes and Success of the WIN Program: A Report on Phase I Results

NTIS—PB 205988.

1.210

Wisconsin, The University of—Rita L. Youmans, No. 51-53-69-12.

A Study of the Relationship of Overindebtedness and Garnishment to Employability Among Milwaukee WIN Families

NTIS—PB 208335.

• See also projects 1.90, 3.54 to 3.59, 3.61 to 3.64, 4.9, 4.86, 5.33, 5.40, 5.49, 5.50, 5.58, 5.59, 5.78, 5.81, 5.97, 5.112.

OTHER GOVERNMENT MANPOWER PROGRAMS

ONGOING PROJECTS

1.211 JOB CORPS HEALTH UNIT
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-11-71-14

Manpower Demonstration Project for Control and Prevention of Drug Misuse

This project is exploring the feasibility of and potential for operating model drug prevention and treatment programs at three residential manpower centers. Each center has developed a program containing the following common components: (1) Drug identification mechanism; (2) in-center drug misuse control program; (3) drug education—staff training; (4) community linkages (for example, utilization of community drug facilities and resources); and (5) evaluation.

The project established and maintained in-center drug misuse control programs, incorporating a variety of educational and counseling efforts, at three Job Corps centers with enrollees identified as drug users.

Contract period: March 15, 1971, through September 30, 1972.

1.212 JOB CORPS HEALTH UNIT
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-11-71-15

Survey of Knowledge, Attitudes and Patterns of Use of Drugs by Job Corps Enrollees

This project is seeking to: (1) Gain information concerning the knowledge, attitudes, and patterns of drug use by Job Corps enrollee groups of differing socioeconomic, geographic, environmental, and cultural origins; and (2) ascertain the extent to which Job Corps center staffs and enrollees have similar knowledge, attitudes, and perceptions concerning drug use.

The contractor designed, developed, administered, and is analyzing results of a comprehensive questionnaire aimed at gathering Corpsmen and staff attitudes toward and perceptions of drug use from approxi-

mately 13,000 Corpsmen and center staff at 16 selected Job Corps centers.

Contract period: March 15, 1971, through December 1, 1972.

1.213 U.S. DEPARTMENT OF LABOR
BOSTON, MASS.

Contract 82-25-72-24

Lawrence W. Rogers, Regional Manpower Administrator

Training Program for Minority Contractors on State Bidding of Construction Contracts

This project will design and operate a comprehensive training program for minority contractors on the procedures and complexities of bidding for State construction projects, as a basis for expanding minority contractor work on State construction and aiding affirmative action program to expand minority employment in construction.

Volunteer trainers from a variety of State agencies, universities, and construction contractor groups will conduct a 6-month course on the "how to's" of State construction bidding. Included will be financing, contract performance, contract analysis, and legal aspects of State bidding. Minority contractors will get followup assistance in analyzing their bidding experience.

Contract period: May 17, 1972, through May 17, 1973.

1.214 YOUTH ORGANIZATIONS UNITED
WASHINGTON, D.C.

Contract 82-11-71-33

Youth Organizations United Leadership Institute

This project, jointly funded with the Department of Health, Education, and Welfare and administered by HEW's Office of Youth Development and Delinquency Prevention, supported a leadership institute for Youth Organizations United, a national association of youth groups engaged in a variety of self-help and community improvement projects. The leadership institute, providing both classroom training and field experience, was operated by Training and Development Systems. Trainees came from different geographical and ethnic groups and were selected on the basis of demonstrated leadership. The institute focused on increasing their organizational capabilities, developing program operation skills, and increasing their effectiveness in aiding indigenous community organizations to deal with delinquency, addiction, job counseling, and placement problems.

Contract period: August 1, 1971, through July 31, 1972.

COMPLETED PROJECTS

1.215 THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Contract 41-8-004-40

Morgan V. Lewis, Elchanan Cohn, and David N. Hughes, Institute for Research on Human Resources

Recruiting, Placing, And Retaining the Hard-To-Employ: A Study of Factors Influencing the Retention of Participants in a Concentrated Employment Program and in Their Subsequent Employment

This study concerned the Concentrated Employment Program (CEP) in Columbus, Ohio, in the autumn of 1968, when it had just begun operation. The research sought to determine why potential enrollees did not become actively involved in the CEP and why some enrollees dropped out before completion; and to find out how CEP participants developed after they left the program.

Interviews were conducted with 599 persons (all black and mostly males): 295 completers who were placed in jobs (either after a week prevocational orientation program or immediately) or in training; 93 dropouts who withdrew during either orientation or training; and 211 potential enrollees who expressed interest in but never visited the CEP or who visited CEP but never attended classes or were never placed in jobs. Completers and dropouts represented 78 percent of those terminated by the CEP during the study period.

The researchers found that most of those interviewed were unemployed because they were unwilling to take the low-paying, dead-end jobs that were readily available to them, not because they were discouraged or alienated. Potential enrollees who never entered the program were pessimistic about the CEP's ability to offer them jobs that were better than those they could get on

their own. Dropouts left when the program was slow in providing jobs or training, even though they were uncertain as to what they wanted, other than a "good job," as defined by wage rates. Still, CEP did provide fairly stable jobs to a significant proportion of its participants. At the time of followup, 9 to 10 months after they left the program, 37 percent of those placed were still working in those jobs.

Since those who were unemployed were unwilling to take the kinds of jobs available to them, the researchers recommended that manpower programs concentrate their efforts on improving the quality of jobs that they can offer.

REPORTS

1.216

Pennsylvania State University, The
Institute for Research on Human Resources—No. 41-8-004-40.

Recruiting, Placing, and Retaining the Hard-to-Employ: Factors Influencing the Retention of Participants in a Concentrated Employment Program and in Their Subsequent Employment

NTIS—PB 204600.

• See also projects 3.1, 3.7, 3.8, 3.69.

2. OTHER MANPOWER DEVELOPMENT PROGRAMS

APPRENTICESHIP

ONGOING PROJECTS

2.1 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Contract 82-25-71-36

Dr. Dennis A. Derryck

Improving the Retention Rate of Indentured Apprentices in the Apprenticeship Outreach Programs

This project is investigating the apprenticeship selection process and the performance of apprentices. It is determining: (1) Both the needs of indentured apprentices and the existing institutional arrangements that would facilitate the retention of apprentices currently being placed by Apprenticeship Outreach Programs; and (2) the skills related to productivity for two crafts and the means whereby these skills can be assessed to facilitate possible advanced placement of individuals in the construction industry. Assessment of needed skills in the selected crafts will be based on information from apprenticeship instructors, combined with interviews with licensing officials, supervisors, and craftsmen.

Contract period: June 15, 1971, through November 15, 1972.

2.2 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Contract 82-17-71-40

Dr. Myron Roomkin, Graduate School of Business

Improving Apprenticeship Administrative-Funding Arrangements: Employer Reactions to Foreign Practices

This research is to: (1) Review methods of apprenticeship administration and funding based upon the experiences of other nations; (2) select those methods which appear suitable to the industrial environment of the United States and which represent improvements upon existing procedures; (3) assess the feasibility of adopting these improvements by measuring the reactions of employers to potential changes; and (4) make specific recommendations for implementing desirable changes in existing apprenticeship administrative and funding arrangements.

Published and unpublished information and research on the methods of administering, coordinating, and financing apprenticeship in European nations (and Canada) will be reviewed. A questionnaire will be developed to measure the reactions and attitudes of employers toward implementing select, desirable aspects of the reviewed foreign methods. The questionnaire will be sent to approximately 1,000 firms in the Chicago standard metropolitan statistical area. Union views will also be solicited.

Contract period: June 20, 1971, through November 30, 1972.

2.3 DEVELOPMENT SYSTEMS CORPORATION
CHICAGO, ILL.

Contract 82-17-71-48

Development and Implementation of a Performance Based, Individualized Instructional System for Technical and Apprentice Training

This project attempts to demonstrate—through the application of modern instructional technology—that a performance-based, individualized, self-paced apprentice training system can produce competent, well-rounded tradesmen more efficiently (at less cost and in shorter time) than is possible with conventional approaches to apprentice and technical training.

The program is also attempting to show that apprentice training can be made available to a broader population of applicants through the use of a system that

utilizes rather than ignores individual differences in learning ability and that requires a level of verbal skill that is appropriate to the level needed to perform the journeyman's job.

The project is to produce a model apprentice training system which will at least partially implement the recommendations of the Purdue apprenticeship studies (see 2.9). The new system should have implications for the broader fields of technical training and vocational education.

To achieve these objectives, the new apprentice training system will consist of self-paced, task-achievement oriented materials covering the tasks normally taught during an apprentice's first year of training. Both the shop and related instructional materials are to be carefully integrated and based on the same task analysis.

The new system will be tested using experimental groups in cooperating companies, and their results will be compared to those of a control group using conventional apprentice training materials.

The training efficiency of the new system will be thoroughly evaluated through statistical analyses of training time required and achievement levels attained as a function of type of training received and scores on apprentice entrance exams. Acceptability of the new system will be evaluated through interview and questionnaire information collected from trainees, journeymen, instructors, and company administrators.

Contract period: July 1, 1971, through July 1, 1973.

2.4 NATIONAL TOOL DIE AND PRECISION MACHINING ASSOCIATION
WASHINGTON, D.C.

Contract 82-11-72-11

Norton Munn, Manager Training NTDPMA

Accelerated First Year On-the-Job Training (OJT) Program for Precision Machinist Apprentices

This project is to develop and assess a model for the first year of OJT for precision machinist in the tool, die, and precision machining industry. The project is testing a training system based on the apprentice's own pace of learning to perform specific tasks rather than the conventional timeframe associated with apprentice training.

Current apprenticeship standards will be examined and task analyses will be conducted to determine the actual job requirements. From this, a new system including specific guidelines and procedures will be developed.

The system will be field tested by selecting two groups of 60 trainees. One group will be enrolled in the new system. The second group of 60 will use the existing system and will serve as a control group.

Completion is scheduled for June 30, 1973.

2.5 NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Contract 82-25-71-21

Dr. Morris A. Horowitz, Department of Economics

The Role of Related Instruction in Apprenticeship Programs

This study is investigating the contribution of related classroom instruction in apprenticeship and will make recommendations for the improvement of such instruction. It will research the effects of classroom instruction on the preparation of craftsmen in the trades under study.

The researcher is to assess both the positive and negative aspects of related instruction in three trades in the Boston area. The content of related instruction programs will be examined to assess their relevance and to determine whether the related instruction is timed to coincide with job tasks currently assigned to apprentices. Other factors such as breadth of competency, development of independent judgment, and the potential for occupational mobility are to be investigated, along with effects of training on the dropout rate and the duration of training.

Completion is scheduled for April 1973.

2.6 STATE OF WISCONSIN DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS
MADISON, WIS.

Grant 92-53-70-17

Women in Wisconsin Apprenticeships

The project is identifying and analyzing barriers to women interested in becoming apprentices, and documenting alternative approaches which may be used to expand apprenticeable occupations for women. Work is being done to develop methods of influencing employers and unions to accept women into apprenticeship programs, particularly in trades traditionally regarded as "male" as well as creating new programs especially

for women. The grantee is working closely with the University of Wisconsin in developing an educational program to encourage women to seek apprenticeship opportunities throughout the State. The grantee and the university have produced a film designed to stimulate employers to open up and expand apprenticeable occupations for women.

During the final phase of the project, the grantee will conduct a followup study of women who have entered skilled occupations via apprenticeship.

Grant period: June 30, 1970, through June 30, 1973.

2.7 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Contract 82-55-71-31

Dr. Gerald G. Somers, Department of Economics

The Feasibility of Establishing a Demonstration Center for Apprenticeship and Other Industrial Training

This project is to investigate the feasibility of establishing an experimental-demonstration-research "center" for apprenticeship and other industrial training.

Since establishment of such a center requires the full cooperation of officials associated with apprenticeship training, extensive inquiries are to be made among employers, union officials, vocational educators, and State, Federal, and local government personnel to determine the feasibility of the establishment of such a center.

Contract period: June 15, 1971, through October 31, 1972.

REPORTS

2.8

The Greater Washington Central Labor Council, AFL–CIO—No. 82-09-68-18.

Project Build: Pre-Apprenticeship in Construction Trades for Disadvantaged Youth

NTIS—PB 199102.

No. 82-09-69-37

Project Build: Pre-Apprenticeship in Construction Trades for Disadvantaged Youth; Skill Training for Adults to Attain Journeymen Status

NTIS—PB 199085.

2.9

Purdue Research Foundation—Alfred S. Drew, No. 81-13-33.

Educational and Training Adjustments in Selected Apprenticeable Trades; Appendices

NTIS—PB 190547 (vol. I); PB 190996 (vol.II-Appendices); MA—*Toward the Ideal Journeyman,* Manpower Research Monograph No. 20, vol. I, An Optimum Training System in Apprenticeable Occupations, 1971 (GPO—25 cents); vol. 2, The Training System in the Pipe Trades (GPO—35 cents); vol. 3, Apprenticeship Training in the Machinist and Tool and Die Maker Trades (GPO—25 cents); vol. 4, The Training System in the Printing Trades (GPO—25 cents); and vol. 5, High School Students View Apprenticeship (GPO—20 cents).

• See also projects 3.22, 4.90, 6.82, 6.119, 6.224.

EDUCATION

(Includes vocational education, work-study, post-secondary, and remedial programs)

ONGOING PROJECTS

2.10 BATTELLE MEMORIAL INSTITUTE COLUMBUS, OHIO

Contract 81-37-68-40

An Exploratory Study to Analyze New Skill Content in Selected Occupations in Michigan and the Mechanism for its Translation into Vocational Education Curriculums

This study is cosponsored by the Office of Education of the U.S. Department of Health, Education, and Welfare, the Michigan Employment Security Commission, and the Michigan State Department of Education.

This project investigated the possibility of enhancing the relevance of vocational course offerings through research comparing the characteristics of curriculum-produced skills and employer-required skills for entry-level jobs. Major objectives were to recommend changes in course offerings or modifications in curriculums consistent with findings, and to work with local school boards for implementation of the recommendations.

Through interviews with employers, employees, and members of advisory committees in three Michigan

cities, the researchers gathered information on current and prospective job content and skill requirements for 10 growth occupations deemed appropriate for vocational education: Automobile engine mechanic, bookkeeper, chef/cook, clerk-typist/clerk-stenographer, construction carpenter, construction electrician, dental assistant, licensed practical nurse, numerically controlled machine tool operator, and salesperson. Requirements were compared with the skills taught in curriculums for these occupations to specify needed changes. The researchers have worked with school officials to effectuate the recommended changes.

Preliminary findings: Pervasive discrepancies were found between the skills required by employers for entry-level workers and the skills being produced by the curriculums. For example, bookkeeping students were being trained in traditional methods, which were appropriate only to jobs that either did not exist or were not open to inexperienced workers. The curriculum for auto engine mechanics was designed to produce the required skills, but not all graduates attained the necessary proficiency; some were not acceptable because they could not read instructions or do simple arithmetic. For dental assistants, the researchers found that the lack of a planned program, adequate time allotments, facilities, equipment, and supplies for practical and manipulative experience precluded students from attaining entry-level competence. In shorthand and typing, curriculums were designed to produce the necessary skills, but the majority of students were not able to meet employers' standards of accuracy and speed.

In all cases, the researchers recommended changes which, if implemented, would probably have raised employers' acceptance of vocational education graduates. In bookkeeping, for example, it was recommended that the traditional first and second year high school bookkeeping courses be replaced by courses emphasizing modern recordkeeping methods, operation of office machines, and application of data processing.

Varying degrees of success were achieved in implementing changes in school procedures. In many cases, the funds were not available to introduce new curriculums or modify existing curriculums. A serious deterrent to the identification and reduction of skill discrepancies was the general lack of behaviorally stated objectives for the vocational programs studied. Other essentials for implementing changes were a favorable attitude toward vocational education in the school and the community and an influential advisory committee representing important community leaders.

The report outlines a method whereby school systems can design and maintain vocational education programs to develop student skills which correspond to employer-desired skills. Important features of the model are the development of behaviorally stated educational objectives for vocational programs and systematic followup surveys of vocational graduates. It was also recommended that the Federal Government increase its support of vocational education, undertake nationwide job task analyses for use in curriculum development, and support research and development to refine and test methods of program design for vocational education.

Completion of the project is scheduled for fall 1972.

2.11 FEDERATION OF ROCKY MOUNTAIN STATES, INC. DENVER, COLO.

Grant 92-08-72-31

Educational Technology Demonstration

This grant helps support a larger project financed primarily by the Department of Health, Education and Welfare and the National Aeronautics and Space Administration. The grantee is developing a career education program to be used for telecasting from NASA's Advanced Technology Satellite, which is to be launched in late 1974. The contribution of the Department of Labor will support a small manpower research staff working on the career development component of the program.

Grant period: June 1972 through June 1973.

2.12 INDIANA UNIVERSITY FOUNDATION BLOOMINGTON, IND.

Contract 82-18-71-29

Dr. Ernst W. Stromsdorfer, Department of Economics

Economic Aspects of the Work Experience and Career Exploration Program

This project is measuring the impact of the Work Experience and Career Exploration Program (WECEP) on the scholastic performance and school adjustment of 14- and 15-year-old high school students who may be dropout-prone, disadvantaged, or handicapped. With reference to the objectives of the WECEP program, which is designed to serve dropout-prone youth and is intended to make education more relevant to disoriented youth and increase their incen-

tive to learn academic skills, a number of questions including the following will be considered: (1) To what extent does enrollment in WECEP reduce the dropout rate and increase the attendance rate? (2) Is there a positive relationship between length of enrollment in WECEP and a reduction in the probability of dropping out and increase in attendance; if so, of what magnitude? (3) Is there a positive relation between amount of earnings gained in the WECEP program and a reduction in the probability of dropping out and increased attendance; if so, of what magnitude? (4) What is the relationship between enrollment in WECEP and scholastic performance, and do hours worked per week affect this relationship? (5) What is the relationship between enrollment in WECEP and improvement in the labor market and scholastic attitudes and values?

Contract period: June 1, 1971, through December 1, 1972.

2.13 INDIANA UNIVERSITY FOUNDATION BLOOMINGTON, IND.

Contract 82-18-71-24

Dr. Ernst W. Stromsdorfer, Department of Economics

Economic and Institutional Aspects of the Cooperative Vocational Educational Program in Dayton, Ohio

This project will make an institutional and economic analysis of an exemplary cooperative vocational education program in Dayton, Ohio. With reference to this program, answers are to be sought to the following specific issues: (1) To what degree does the program facilitate the transition from school to work? (2) To what degree does the program increase the effectiveness of scholastic performance? (3) To what degree can the program be generalized across the larger student body and, especially, disadvantaged groups?

Contract period: May 15, 1971, through November 15, 1972.

2.14 NORTHEASTERN UNIVERSITY BOSTON, MASS.

Contract 82-25-71-39

Dr. Morris A. Horowitz and Dr. Irwin L. Herrnstadt, Department of Economics

Transition From School to Work: The Contribution of Cooperative Education Programs at the Secondary School Level

This is a study of: (1) The degree to which students from cooperative vocational education programs may be better prepared than other youth for finding a first full-time job and may obtain better quality in the work they do find; and (2) the extent to which the working experience of graduates of cooperative vocational programs differs from that of other students. Secondary objectives include a determination of whether cooperative education is more likely to prevent students from leaving school prematurely and an identification of the method by which cooperating firms are "sold" on participating in cooperative education programs.

Results of a mail survey of 1966 graduates will be available in October 1972. The second phase, a longitudinal analysis of the postgraduation work experience of the class of 1972, will include two personal interviews and two telephone followups over the next 15 months. Control groups of students are also to be interviewed and various statistical comparisons are to be made with the test group. Information about the administration and the effectiveness of cooperative education will also be obtained from teachers, school administrators, and employers through interviews.

Contract period: June 1971 through May 1974.

2.15 ROCHESTER JOBS, INC. ROCHESTER, N.Y.

Contract 82-34-70-33

Operation Young Adults

This contract is developing and conducting initial trial operations of several types of industry-school, work-education programs to enable a more effective transition from school to work by potential and actual dropouts. The programs are seeking to encourage continuation of schooling, which is made more relevant to the interests and abilities of dropout-prone youth through industry-provided opportunities for work experience and pay, gearing academic activities to work interests, use of nontraditional staff and educational settings, and special counseling.

The project is working with potential and actual school dropout in three separate components involving work experience, academic instruction designed to complement the work experience, and special counseling. The components are differentiated primarily by age grouping and the type of work experience involved: (1) The In-School Simulated Industry Program, with work experience in a simulated industrial setting provided for students aged 14 and 15 in a separate facility established for this purpose; (2) the Industrial Work-

Study Program, in which students aged 16 to 20 receive paid work experience in industry, while they may attend classes at the separate facility or in regular home schools; and (3) the Housing Renovation Program, in which students receive skills and academic instruction in a special training center provided by local industry and are gaining paid work experience in the rehabilitation of dilapidated homes.

Rochester Jobs, Inc., is the prime contractor providing overall administration and direct operation of many of the work-related aspects of the project. The Rochester City School District is providing, under a subcontract, most of the academic and skills instruction and counseling.

Contract period: July 1970 through October 1972.

2.16 TECHNICAL EDUCATION RESEARCH CENTER, INC. CAMBRIDGE, MASS.

Contract 82-25-71-10

Model Program to Instruct Manpower Training Personnel in Selection and Application of Remedial Instruction Materials to Meet Individual Trainee Needs

The contractor is seeking to establish a program that will assist teaching personnel in manpower training courses to select and administer remedial education materials to meet specific needs of individuals receiving manpower training. Its ultimate objective is to effect the best use of such materials in manpower training programs to provide both remedial education and skill training according to individual enrollee needs.

The contractor is to: (1) Develop and use programed materials to train administrators, counselors, teachers, and teacher aides to provide basic remedial education tailored to individual needs of enrollees in manpower training programs; (2) provide followup onsite technical assistance to the trained staffs as they fit the individual-oriented basic education procedures into their program structures; (3) assess the onsite impact of the new techniques implemented by the trained staffs; and (4) using a specific occupational cluster, develop prototype materials for integrating basic education and skill training curriculums so that a total individual-oriented manpower training program could evolve.

Contract period: January 1971 through December 1973.

COMPLETED PROJECTS

2.17 UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA.

Contract 81-42-71-02

Dr. Richard L. Rowan and Dr. Herbert R. Northrup, Industrial Research Unit

Educating the Employed Disadvantaged for Upgrading: A Report on Remedial Education Programs in the Paper Industry

This study was an attempt to determine the impact of adult basic education programs on the upward mobility of disadvantaged workers.

The paper industry in the South was chosen for case analysis because of the nature of the upgrading problems, the vast adjustments required by the Civil Rights Act of 1964, and the fact that these adult basic education programs had been operational therein for several years.

The programs studied were utilized by companies in an attempt to increase the potential for promotion of Negroes who were originally employed for unskilled jobs and consigned to permanent occupation of those jobs. The objective was to improve the educational qualifications of such employees so that they could handle jobs on progression lines or in maintenance. In other words, the objective was to prepare the employees *for* upgrading. (Once placed on the progression line, an employee advances by seniority, provided he can do the job.)

Findings were: (1) The adult basic education programs examined promised more than they could deliver; and (2) the relation of training to promotion was neither brought out carefully beforehand nor demonstrated after the programs were in effect. In addition, this study made the following points: (1) Relatively few Negro disadvantaged workers completed the courses. (2) Those who completed the courses showed little improvement in arithmetic and virtually none in reading. (3) There was no relationship between the taking of courses, improvement in test scores, and job advancement. (4) The packaged courses disregarded the cultural characteristics of the trainees. (5) Programed teaching methods were largely unsuccessful, particularly with adults who lacked literacy. Even more intensive training was of minor additional help. (6) The particular conditions and incentives were not such as to produce successful literacy training.

2.18 PUERTO RICAN FORUM, INC.
NEW YORK, N.Y.

Contracts 82-34-68-04 and 82-34-69-28

Project BOLT: Final Report for the Experimental and Demonstration Phase of the Basic Occupational Language Training Program

The Puerto Rican Forum's Basic Occupational Language Training (BOLT) program was established to teach English language skills to Spanish-speaking people and Spanish language skills to English-speaking people. The basic objective was to design and develop new tools for teaching job-oriented English to the low-skill, low-wage Spanish-speaking worker. Supervisors and managers of Spanish-speaking employees were given similar courses in rudimentary Spanish to facilitate improved communications.

BOLT curricula emphasize high-skilled instructors, audiovisual and audiolingual techniques, job-oriented vocabularies and onsite instruction.

Seventy-nine courses have been completed with a total of 759 graduates. Effectiveness is borne out by research data and followup evaluations.

The Puerto Rican Forum, Inc., now provides technical assitance to manpower agencies across the country for use of the BOLT methodology.

2.19 RUTGERS—THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY
TRENTON, N.J.

Contract 82-32-69-33

Educational Advancement and Manpower Development for Wage Earners

In this project the New Jersey Department of Labor and Industry, with assistance from the Labor Education Center of Rutgers University, explored ways of advising and encouraging wage earners to use community resources for education and training, with a special emphasis on advancement into better jobs.

With management and union cooperation, 11 plants in Middlesex County, N.J., were selected for participation. Material was distributed to workers in these companies to determine the extent and nature of their interest in a variety of courses. A training program was designed to prepare a selected group of workers to counsel their peers; the 1-week program dealt with recruitment, counseling on personal and vocational matters, enrollment, followup, and recordkeeping. A total of 618 workers were enrolled in 55 different courses; 152 completed their courses, and 156 were still enrolled as this project was completed.

The job advancement of participating workers appeared to be little affected by this continuing education. However, it was found that personal satisfaction and future possibilities prompt many workers to seek more education without additional stipends or promises of job promotions.

The report discusses: Ways in which the working cooperation of union and management was sought and maintained; involvement of the educational community in determining the availability of educational resources and adapting them to suit the needs of workers; new approaches to counseling and guiding workers, particularly minority groups; and the impact of the project on the various groups and institutions involved.

2.20 TENNESSEE STATE UNIVERSITY
NASHVILLE, TENN.

Contract 92-45-70-03

Norman A. Buktenica

Nashville Concentrated Employment Program: Literacy

This project was established in collaboration with the Concentrated Employment Program (CEP), its Basic Education Component, and the Tennessee State University in order to assess the impact of educational intervention on symptoms of dyslexia.

Four objectives of the program were: (1) To develop practical and relevant screening and evaluation procedures for a program of adult basic education for application to suspected dyslexiacs; (2) to establish and maintain involvement of project personnel with CEP for the revision and development of curriculum; (3) to insure the smooth transition of responsibility for administration of the screening and evaluation program from the project staff to the CEP staff; and (4) to conduct an onsite visit to the Santa Barbara Work Training Program (see 2.21), since that program had begun and was in a position to impart valuable information on assessing enrollees and on evaluation and teaching procedures.

It was necessary to terminate the project before reaching the objectives because of the difficulty of recruiting functionally illiterate readers. The conclusions must be considered in the light of these limitations.

The findings suggest no evidence that poverty results from illiteracy. Persons in the project were functionally literate and fell within the poverty range; the ability to read does not necessarily raise one out of poverty.

2.21 WORK TRAINING PROGRAM, INC. SANTA BARBARA, CALIF.

Grant 92-06-71-01

Ida Cordero

Study of Reading Disorders in Relation to Poverty and Crime

This study followed up dyslexic job trainees who were given reading and writing remediation as part of a manpower training program to determine if, 3 years later, they were functioning on a higher socioeconomic level than before training. It also examined the effects of reading remediation on two other dyslexic groups in Santa Barbara County: Students in a City College continuing education class, and students in a high school for delinquent boys.

The study found that a high degree of success in teaching dyslexiacs was achieved. Improved self-esteem acquired through learning to read and write brought about lasting upgraded economic and social status. Social attitudes improved among youths exhibiting antisocial behavior, who had a high incidence of dyslexia. The moderately afflicted made the greatest grade-level gains while the "mild" category made the most progress overall.

Suggestions for futher research and implementation of education and training programs were presented.

REPORTS

2.22

Adult Education Center, Inc.—No. 92-20-68-07.

Business Training with Business Speech (A Partnership Between Business and Government)

MA/ORD.

2.23

Pennsylvania, University of—Richard L. Rowan and Herbert R. Northrup, No. 81-42-71-02.

Educating the Employed Disadvantaged for Upgrading: A Report on Remedial Education Programs in the Paper Industry

NTIS—PB 210824.

2.24

Puerto Rican Forum, Inc., The—Nos. 82-34-68-04 and 82-34-69-28.

1. Project BOLT—Final Report for the Experimental and Demonstration Phase of the Basic Occupational Language Training Program

NTIS—PB 205424.

2. Basic Occupational Language Training (BOLT), September 1, 1967–January 31, 1969

NTIS—PB 201469.

2.25

Rochester Jobs, Inc.—No. 82-34-70-33.

Operation Young Adults: A Work-Study Program

NTIS—PB 203906.

2.26

Rutgers—The State University, and New Jersey Department of Labor and Industry—No. 82-32-69-33.

Educational Advancement and Manpower Development for Wage Earners

NTIS—PB 205851 ($4.75).

2.27

Tennessee State University—No. 92-45-70-03.

Final Report: Nashville Concentrated Employment Program: Literacy

NTIS—PB 208306 ($4.85).

2.28

Work Training Program, Inc.—No. 92-06-71-01.

Study of Reading Disorders in Relation to Poverty and Crime

NTIS—PB 209284 ($5.45).

2.29

Youth Services Agency (New York City)—No. 82-34-67-29.

Esopus Prep (A Residential School for Seriously Disadvantaged Youth)

NTIS—PB 199435.

• See also projects 1.3, 1.4, 1.29, 1.37, 1.66, 1.71, 1.154, 1.172, 2.37, 3.18, 4.51, 4.52, 4.60, 5.12, 5.28, 5.107, 6.33, 6.135, 6.167, 6.212, 6.220.

PRIVATE MANPOWER DEVELOPMENT PROGRAMS AND PRACTICES

(See also Chapter 1. Government Manpower Programs—Upgrading, Job Restructuring, New Occupations; Chapter 4. The Labor Market—Labor Market Processes)

ONGOING PROJECTS

2.30 BOISE CASCADE URBAN DEVELOPMENT CORPORATION
WASHINGTON, D.C.

Contract 82-11-71-50

Pilot Project to Explore Feasibility of Preparing Disadvantaged Persons for Employment in Licensed Real Estate Sales and Management Jobs

This contractor is exploring the feasibility of preparing disadvantaged persons for employment in licensed-commission jobs in real estate sales and management.

A consortium of four real estate brokers have employed disadvantaged persons who have never been prepared to take a State examination for the real estate salesman's license. These workers were trained by the contractor in cooperation with the employer consortium during an 8-month period; each trainee received orientation to the real estate industry, instruction to prepare for the Maryland and D.C. real estate salesman exam, job-related education, personal development training, special counseling, instruction in real estate property management, and related on-the-job training. At the end of the training period, the program graduates were to be employed on a commission basis and followed up for 6 months.

Preliminary findings: The contractor has trained nine disadvantaged persons in real estate sales. Five passed the real estate examination and were working for local real estate brokers, and the other four were receiving further training.

Contract period: June 30, 1971, through August 31, 1972.

2.31 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 81-09-70-19

Neal H. Rosenthal, Manpower and Occupational Outlook Division

Survey of Occupational Training in Industry

To help fill the gap in information on the training activities of the private sector, this pilot project is exploring: (1) The kinds and quality of training records kept by employers and the ease with which data can be retrieved; and (2) the feasibility of a periodic data collection program whereby employers maintain a diary of their current training activities.

Mail questionnaires have been sent to a sample of about 400 firms drawn from the recent BLS occupational survey in the metalworking industries and 100 in the electric power and telephone industries. About 300 interviews have been conducted—half to verify data reported by mail and half to test the feasibility of periodic collection of data.

Completion is scheduled for August 1972.

2.32 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 92-06-72-04

Benjamin Aaron, Fred H. Schmidt, and Donald D. Sanburn, The Institute of Industrial Relations

A Project to Investigate the Introduction of an Organized System of Training into the Trucking Industry

In response to an emerging interest in training in the trucking industry, which has been indifferent to systematic training methods and somewhat antipathetic to hiring and upgrading minorities, this project is investigating the possibilities for better organized training systems in the industry, building on the experience of experimental and demonstration projects (see 2.42).

With the help and cooperation of officials of the International Brotherhood of Teamsters, major trucking associations and fleet operators, the grantee will assist the industry in assessing the social and economic costs of organized training and exploring alternate methods of underwriting or sharing the costs.

Grant period: November 15, 1971, through November 14, 1972.

2.33 ORGANIZING AND SUPPORTIVE ASSOCIATION
ITHACA, N.Y.

Grant 92-36-72-09

Dr. Chandler Morse, Department of Economics

Joint Minorities Development Program

This project is developing a program combining training of minority and disadvantaged workers with production of a pilot model of self-help modular home, through a cooperative network of minority and community organizations.

It will provide to trainees, in conjunction with the construction of a model home, work experience, on-the-job training, and supplementary instruction and then seek employment for them in home construction.

Grant period: February 14, 1972, through February 14, 1973.

2.34 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Contract 81-55-71-04

Dr. Gerald G. Somers, Center for Studies in Vocational and Technical Education

Training and Skill Acquisition: A Pilot Case Study

In this study, training activities within a single large machine tool plant are being analyzed in detail. The objectives are: (1) To document the extent, character, and cost of training within one company; (2) to determine the relative significance of on-the-job training, vocational education, manpower programs, learning by doing, and other forms of skill acquisition; (3) to compare the accuracy of data on training obtained from employees with data obtained from company records; (4) to ascertain whether employee recall on training differs when surveyed by mail questionnaire or through interviews; and (5) to provide workable definitions of training activities for use in future surveys and analyses of private training, as a byproduct of the research.

Data are being collected from company personnel records, from officials and employees (both present and former), and from union representatives and community organizations by questionnaire and interview.

Well into the project, the firm unexpectedly announced its decision to shut down its operations on March 31, 1971. This development added a new dimension to the study: The usefulness of the company's training to workers when they leave the company.

Completion is scheduled for August 1972.

COMPLETED PROJECTS

2.35 AMERICAN TELEPHONE AND TELEGRAPH COMPANY
NEW YORK, N.Y.

Contract 82-36-71-02

An Analytic Study of the Effects of a Human Resource Center

A separate analytic staff examined the methods and determined the effects of an effort by a large business organization to design, apply, and evaluate new approaches for development of manpower in a facility designated as an experimental and demonstration area and considered the feasibility of undertaking similar efforts in other employer settings.

The contractor established an analytic group to: (1) Examine the activities of the Human Resource Center at a Los Angeles district office of Pacific Telephone and Telegraph Company and track its procedures, the bases for and nature of changes it seeks to develop, and the effects of programs or changes it introduces; and (2) focus on organizational obstacles to change and efforts to eliminate or modify them, observing the nature of change brought about in worker performance, work force stability, management attitude, and community relationships.

The findings of the project are being summarized in a report now in preparation.

2.36 THE RESEARCH FOUNDATION OF STATE UNIVERSITY OF NEW YORK AT BUFFALO
BUFFALO, N.Y.

Contract 41-9-002-34

John E. Drotning, David B. Lipsky, and Myron D. Fottler

Jobs, Education, and Training: Research on a Project Combining Literacy and On-the Job Training for the Disadvantaged

This study was designed to analyze the effectiveness of Jobs, Education, and Training (JET), a manpower

training program for the disadvantaged which operated in the Buffalo area from 1966 to 1970.

Factors related to program success or failure are analyzed from the viewpoint of employers, union leaders, coworkers, and trainees, including such objective variables as company size, industry, and trainee characteristics as well as attitudes of the aforementioned groups. Also analyzed is effectiveness of tutoring, counseling, recruitment, and placement of trainees. Data were obtained from JET files and from 700 interviews.

Among the findings are: (1) There was a significantly higher probability of success for those not receiving public assistance; (2) employers who participated were usually large manufacturing firms in the city; (3) the most important reason for employer reluctance to participate in training was unwillingness to make special arrangements for trainee tutoring; (4) the highest trainee retention rate was among large, unionized, high-wage companies; and (5) small firms would have a higher probability of participating if there were one centralized agency from which to recruit.

Presented are recommendations for improving the operation of manpower training programs.

2.37 OPTOMETRIC CENTER OF NEW YORK
NEW YORK, N.Y.

Contract 81-34-70-11

Alden N. Haffner and Jerome Sherman

A National Study of Assisting Manpower in Optometry

As a basis for providing meaningful job opportunities for the disadvantaged in health occupations, the current number, duties, education, and training of ancillary optometric personnel and the projected need for such employees were investigated. The type of formal training program required to meet the increased public demand for quality vision care is described, and career ladders for technical occupations in optometry are postulated.

A stratified sample of the Nation's practicing optometrists was surveyed by mailed questionnaires. Questions were designed to determine the present and potential utilization of ancillary optometric personnel and to reveal the relation of specific job tasks to requisite levels of education and training and capacity for independent action. This information permitted the grouping of job tasks into various job descriptions.

It was found that many optometrists currently use assistants in their practice, but these assistants most often work at routine office jobs rather than perform technical services. Optometrists generally agreed with the need for increased use of optometric assistants for a number of technical jobs, assuming that the assisting personnel would be appropriately trained. However, no such training has yet been established, just as there is no system of formal recognition and systematic utilization of technical optometric assistants. There is a positive correlation between the capacity to utilize assisting personnel and the extent of practice, income, and group associations of the supervising optometrist.

Six specific recommendations are made concerning the development of formal training programs to open new technical careers in optometry.

2.38 TRANSPORTATION OPPORTUNITY PROGRAM, INC.
PICO RIVERA, CALIF.

Contract 82-05-69-02

Donald D. Sanburn

Transportation Opportunity Program—The First Three Years

The Transportation Opportunity Program (TOP), an experimental and demonstration program, developed and tested a program to train unemployed poverty-level persons for stable, high-wage jobs as automotive service mechanics and heavy-duty truck drivers. The project sought to ascertain whether and how an influential union with a role in hiring could undertake training and placement functions in an industry which had tended to be indifferent to systematic training procedures and to exclude minority workers. In addition to short-term skills instruction, the program also offered remedial and business education, counseling, job placement, and followup for approximately 1,000 men.

The final report summarizes program objectives, philosophy, and performance and presents findings, statistical data, and conclusions. Recommendations on further manpower training programs in industry, union, and government sectors cover: Federal funding and monitoring; staffing, selecting, and motivating trainees; course of instruction; and job development and placement. (For a report on the first phase of the project, see 2.49.)

After 3 years of operation as an experimental and demonstration program, TOP has become part of the

manpower development program of the State of California.

2.39 UNITED STATES RESEARCH AND DEVELOPMENT CORP. ANTIOCH, CALIF.

Contract 82-34-68-37

Industrial Manpower Center; Employer Involvement in Employability Preparation and Placement of Disadvantaged Persons

This project sought to determine whether an organization with good entree to the business community could obtain employer support for the training and placement of disadvantaged persons through a basic education and work motivation training program. The project designed and conducted an Industrial Manpower Center which provided 10 weeks of training, largely to members of minority groups.

Interim findings of this project are contained in a report entitled "Industrial Manpower Center, the First Year." These findings include: (1) Individualized marketing of each job candidate is necessary, despite employer commitment to the general goals of the program. (2) The range of services necessary to maintain participants in training is great, especially in an urban fringe area, and must be provided by the training facility if it is to be offered at all. (3) The attainment of credibility for a new institution in a locality, upon which effectiveness depends, requires a willingness to take on associated community service functions of which local people have need but which were not funded under the contract. (4) A facility serving mainly black and Chicano trainees can play a positive role in intergroup relations in a generally white Anglo community.

The center did not succeed in its second year in obtaining the commitment of community resources, public and private, needed for its continuation.

Completion of the final report is scheduled for fall of 1972.

REPORTS

2.40

American Society for Training and Development—Garth L. Mangum, No. 91-53-70-40.

Training Directors in Programs to Hire the Disadvantaged

MA/ORD.

2.41

American Telephone and Telegraph Company—No. 82-36-71-02.

An Analytic Study of the Effects of a Human Resource Center

MA/ORD (Forthcoming).

2.42

California Nurses' Association—No. 92-05-68-02.

Student Nurses' Association of California Recruitment Project

NTIS—PB 201164.

2.43

Chicago Conference on Religion and Race—No. 82-15-68-51.

Tri-Faith Trucking Terminal Employment Project, Final Report, July 1, 1968–December 31, 1969

NTIS—PB 199133.

2.44

National Manpower Policy Task Force—Charles A. Myers, No. 81-09-66-31.

The Role of the Private Sector in Manpower Development (One of six reports on this contract)

Policy Studies in Employment and Welfare No. 10, The Johns Hopkins Press, Baltimore, Md., 1971 ($1.95).

2.45

New York, The Research Foundation of State University of, Buffalo—John E. Drotning, David B. Lipsky, and Myron D. Fottler, No. 41-8-005-34.

Jobs, Education, and Training: Research of a Project Combining On-the-Job and Literacy Training for the Disadvantaged, Phase 1

NTIS—PB 183331.

No. 41-9-002-34

Jobs, Education, and Training: Research of a Project Combining On-the-Job and Literacy Training for the Disadvantaged, Final Report, April 1972

NTIS—PB 211181.

2.46

Northeastern University—Morris A. Horowitz and Irwin L. Herrnstadt, No. 81-20-34.

A Study of the Training of Tool and Die Makers

NTIS—PB 187558; MA—*Learning the Tool and Die Maker Trade,* Manpower Research Monograph No. 17, 1970 (summary; GPO—30 cents).

2.47

Optometric Center of New York—Alden N. Haffner and Jerome Sherman, No. 81-34-70-11.

A National Study of Assisting Manpower in Optometry

NTIS—PB 202813.

2.48

Santa Clara, University of—Thomas M. Martinez, No. 91-05-68-72.

Past and Present Counseling and Placement Procedures in Private Employment Agencies—An Empirical Study

NTIS—PB 188154.

2.49

Teamsters, Joint Council of, No. 42, Los Angeles—No. 82-05-67-38.

Transportation Opportunity Program (TOP)

NTIS—PB 199083.

2.50

Transportation Opportunity Program, Inc.—No. 82-05-69-02.

Transportation Opportunity Program—The First Three Years

NTIS—PB 202934.

2.51

United States Research and Development Corp.—No. 82-34-68-37.

Industrial Manpower Center, the First Year

NTIS—PB 199117.

2.52

Wisconsin, The University of—Gerald G. Somers, No. 91-53-70-02.

Pilot Feasibility Study of Training in Business and Industry

NTIS—PB 188049.

• See also projects 1.10 to 1.12, 1.44, 1.46, 1.87, 1.93, 1.101, 1.130, 1.131, 1.133, 1.134, 1.136, 1.137, 1.149, 1.151, 1.152, 4.93, 5.11, 6.16, 6.91, 6.97, 6.134, 6.148, 6.164, 6.206.

3. TARGET GROUPS OF MANPOWER PROGRAMS

EX-OFFENDERS AND PRISONERS

ONGOING PROJECTS

3.1 AMERICAN CORRECTIONAL ASSOCIATION
WASHINGTON, D.C.

Grant 92-24-72-37 (formerly Contract 89-11-71-01); Contract 89-24-72-02

Leon Leiberg

Experimental and Demonstration Program to Improve Communication and Coordination Between Paroling Authorities and Inmate Training Programs Under Section 251 of the Manpower Development and Training Act

Working with correctional and parole authorities in a small number of States, this project will implement model programs that may involve such fundamental features as agreements between inmates, correctional authorities, and parole authorities. The model programs will include innovative methods of providing training and other employability-related services to inmates.

Grant and contract period: June 28, 1971, through December 31, 1973.

3.2 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 91-11-71-32

Dr. Albert D. Biderman

The Financial Resources of Ex-Prisoners

This project attempts to find out what economic resources prisoners have at the time of their release, under what conditions they are eligible for welfare payments, and what suggestions correction officials have for alleviating the financial problems of ex-prisoners.

Mail questionnaires are being sent to the superintendents of all State and Federal correctional institutions, with telephone and personal visits to all nonrespondents, and State and interstate variations in welfare regulations with respect to ex-offenders are being compiled and analyzed.

Completion is scheduled for October 1972.

3.3 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 82-11-71-45

Dr. Kenneth J. Lenihan

Study of Effects on Ex-Prisoners of Financial Aid and Employment Assistance Programs Designed to Facilitate Post-Release Adjustment

This project is testing the effects that experimental income assistance programs, or employment assistance programs or both, have in reducing recidivism rates of released prisoners and in otherwise helping them them adjust to a stable community life. It is: (1) Measuring the impact of income and employment assistance on reducing recidivism the first year after prisoners are released and in contributing toward gainful employment in the labor force; (2) identifying critical incidents which help contribute to the overall adjustment of ex-prisoners; and (3) measuring the net benefits from the programs studied by comparing the financial benefits occurring as a result of reduced recidivism rates against expenditures that might have been required for correctional purposes due to reincarceration.

A total of 500 prisoners will be selected from correctional institutions in Baltimore and will be assigned randomly to one of four groups, each consisting of 125 subjects as follows: (1) Subjects receiving both financial

aid and employment assistance; (2) subjects receiving financial aid only; (3) subjects receiving employment assistance only; and (4) a control group of subjects who will not receive any services. Hard-drug users will be excluded from participation in this project, along with those having severe mental or physical handicaps that could hamper effective participation in the project. All subjects will be interviewed monthly with respect to their encounters with the police, employment, and overall adjustment. Interview data will be reviewed and analyzed and further supplemented by indepth case studies of the experiences of eight men. The final report will include recommendations for a design of a model income assistance system to enable ex-prisoners to cope with their immediate problems of meeting daily living needs upon release from prison, suggestions for improving the employment services currently made available by State and local employment services, and possibilities for a format for increased use of other job-hunting resources in a community.

Contract period: June 27, 1971, through June 30, 1973.

3.4 DISTRICT OF COLUMBIA COMMISSION ON THE STATUS OF WOMEN
WASHINGTON, D.C.

Grant 92-11-72-05

Tyra S. Garlington

A Study of Projects Dealing with the Rehabilitation of Women Offenders

This project will study the experiences of 10–12 projects in New Jersey, Pennsylvania, West Virginia, and Washington, D.C., dealing with the rehabilitation of women offenders. The grantee will: (1) Determine what commonalities may exist among projects; (2) collect and assimilate relevant data and disseminate unique information among these projects for purposes of "cross-fertilization"; and (3) publicize significant developments in this important area of correctional research among interested public and private agencies.

Grant period: January 24, 1972, through February 22, 1973.

3.5 NATIONAL COUNCIL ON CRIME AND DELINQUENCY
WASHINGTON, D.C.

Grant 92-11-72-32

Tony Vasconcellos

The Community Integration Program—Innovation Toward Alternatives to Incarceration

The major objective of this project is to develop and experimentally test a Community Integration Program as an alternative to incarceration for the rehabilitation of offenders. The project will serve male adult offenders recently sentenced to imprisonment. An attempt will be made to determine: (1) The effectiveness of an innovative community-based correctional strategy as an alternative to incarceration in rehabilitating offenders; (2) the cost factors involved in implementing such an activity, as compared with the usual costs of incarceration; and (3) the factors in the individual participant, the program, and the community that are critical to the success or failure of a community-based correctional strategy as an alternative to incarceration.

Grant period: June 1, 1972, through June 30, 1973.

3.6 ONEAMERICA, INC.
WASHINGTON, D.C.

Contract 88-11-72-01

Elaine B. Jenkins

The "One-A Key Program" (Rehabilitation of Women Offenders)

The objective of this project is to determine the feasibility of utilizing voluntary workers from two community agencies in the process of rehabilitating women offenders, particularly from minority groups, under the administrative coordination of a black-owned-and-operated research and consulting organization.

The contractor is providing intensive pre- and post-release supportive services in 15 cities to women released from the Federal Reformatory for Women at Alderson, W.Va., through a national public service sorority, Delta Sigma Theta, and the United Church of Christ.

The project will involve 200 women from the Alderson reformatory. The Law Enforcement Assistance Administration and the Bureau of Prisons of the Department of Justice are providing major support for this project.

Completion is scheduled for April 1973.

3.7 SOUTHERN ILLINOIS UNIVERSITY
CARBONDALE, ILL.

Contract 89-17-71-03

Charles V. Matthews and Dr. Richard Swanson, Center for the Study of Crime, Delinquency and Corrections

Study of Adequacy of Prisoner Work-Release Law and Related Regulations and Practices Facilitating Wider Use by Inmates of Community-Based Manpower Programs

Information on State laws, experiences, problems, and practical remedies concerning prisoner release for participation in employment and public manpower training programs located outside prisons will be gathered in this project. Its objectives are to: (1) Determine, for States with prisoner work-release laws, (a) the nature and extent of inmate participation under such provisions over the past 3 years in community-based employment, job-training, and educational programs and (b) the specific provisions of such laws which may hinder such participation; (2) analyze, for States without work-release laws, whether and how inmates have been permitted to participate in community-based employment and job training programs; and (3) assess the extent to which Executive Order No. 325(a), which prohibits the employment of prisoners in performance of a Government contract, has hindered the establishment of needed programs of job training and placement for work-release prisoners.

In addition to the detailed legislative analysis, the researcher will survey the administrators of, and participants in, work-release programs at various levels; analyze community-based manpower programs which can serve work-release prisoners; and review the literature on work and education release practices.

The project is expected to: Produce a model State work-release law, including administrative policies and regulations; recommend strategies to increase participation in work-release programs by agencies and clients; and propose remedies for problems encountered by manpower programs which serve offenders in work-release status.

Completion is scheduled for October 1972.

COMPLETED PROJECTS

3.8 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 92-06-71-04

Institute of Industrial Relations

Community Service Parole Internships

This project investigated the feasibility of providing an alternative to incarceration by placing prisoners in community service positions in small communities. The final report suggested that the basic idea has merit, although some possible problems in implementation surfaced.

3.9 GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Contract 81-09-70-02

Herbert S. Miller, Institute of Criminal Law and Procedure

The Closed Door: The Effect of a Criminal Record on Employment with State and Local Public Agencies

Examined in this study were State and local government policies and practices concerning the employment of individuals with criminal records (juvenile and arrest and conviction records) and the extent to which they act as barriers in obtaining public employment.

Information was obtained via examination of statutes; analysis of job application forms, questionnaires, Bureau of Census data, and State and local reports; and intensive onsite review of the hiring practices of six jurisdictions (San Francisco; Phoenix; Hennepin County, Minn.; Nashville-Davidson, Tenn.; Newark; and the State of Michigan).

The major findings are: (1) An arrest record without a conviction is a substantial obstacle; (2) present annulment and expunging statutes do not remove obstacles for those with conviction records; (3) juvenile records are an obstacle despite statutes declaring juvenile adjudication noncriminal and State policies protecting their confidentiality, (4) State civil service statutes provide no guidelines for personnel administrators; (5) application forms frequently ask for arrest records without providing an indication of eligibility of ex-offenders; (6) civil service procedures generally act as a barrier for an ex-offender; (7) civil service educa-

tional requirements for many jobs are set too high and, consequently, discriminate against ex-offenders, most of whom have a limited education; and (8) correctional officials do not inform their clients of their legal status or of ways to mitigate the effect of their records on job opportunities.

The major conclusion is "that the primary objective must be the reform of our legal and administrative structure at the State and Federal level."

Three model statutes which were developed based on the findings are recommended. Also recommended is a model national arrest record act. The study also delineates the legal basis for congressional intervention.

The findings are being used by the American Bar Association in a project designed to help remove formal barriers to the employment of ex-offenders (see 5.111).

REPORTS

3.10

American Correctional Association—Nos. 89-11-71-01, 89-24-72-02, and 92-24-72-37.

Resource Document No. 1, *Parole* (Origins, Development, Current Practices and Statutes) by William Parker

NTIS—PB 211187 ($6.75).

Resource Document No. 2, Proceedings: National Workshop of Corrections and Parole Administration by Leon Leiberg

NTIS—PB 211188 ($4.85).

3.11

California, University of, Los Angeles, Institute of Industrial Relations—No. 92-06-71-01.

Community Service Parole Internships

MA/ORD.

3.12

Georgetown University—Herbert S. Miller, No. 81-09-70-02.

The Closed Door: The Effect of a Criminal Record on Employment with State and Local Public Agencies

NTIS—PB 207680 ($6.75).

3.13

National Committee for Children and Youth, The—No. 82-34-68-15.

Project Crossroads (Pre-Trial Intervention with First Offenders), A Final Report

NTIS—PB 199131.

3.14

Rutgers—The State University—Leon Jansyn, Eric Kohlhof, Charles Sadowski, and Jackson Toby, No. 91-32-68-74.

Ex-Offenders as Small Businessmen: Opportunities and Obstacles

NTIS—PB 186137.

3.15

South Carolina Department of Corrections—No. 82-43-66-98.

Project First Chance (Training, Job Placement, Social Services, and Half-way House Facilities for Prison Inmates)

NTIS—PB 199443.

3.16

Vera Institute of Justice—No. 82-34-68-09.

The Manhattan Court Employment Project: Phase I: A Pre-Trial Intervention Program

NTIS—PB 199128.

• See also projects 1.95, 1.103, 5.12, 5.27, 5.106, 5.109, 6.92, 6.138.

RACIAL (ETHNIC) MINORITIES

ONGOING PROJECTS

3.17 UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-72-32

Dr. Robert J. Flanagan, Graduate School of Business

Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis

The objectives of this research are: (1) To determine the extent to which the weekly flow of new unemploy-

ment is attributable to voluntary turnover (quits, labor force entry or re-entry) and involuntary turnover (layoffs); (2) to analyze the determinants of voluntary and involuntary labor turnover with emphasis on racial differences in turnover behavior; and (3) to compare racial differences in turnover behavior with racial differences in the determinants of unemployment duration.

The researcher is attempting to ascertain whether the turnover flows for each race are influenced primarily by such variables as previous wage rates, acceptance wage, and training, or by the existence of a dual labor market, with one group of jobs characterized by high wages, full-time, year-round employment, substantial promotion opportunities, and thus low quit rates, while the other's characteristics are opposite. If the dual labor market concept appears valid, the researcher will consider why there is no mobility between the two markets and whether discrimination or skill deficiencies form the barrier between them. The study utilizes longitudinal data from the Ohio State University's national study of labor force behavior (see 4.18).

Completion is scheduled for March 1973.

3.18 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-11-71-10

Dr. John H. McArthur, Graduate School of Business Administration

Students from Disadvantaged Minority Groups

This project will: (1) Identify modifications which are needed to make the Master in Business Administration Program at Harvard more effective in providing services to minority students; (2) document modifications actually undertaken; and (3) analyze their effectiveness in promoting the employment of minority graduates in careers in business administration. The last objective is paramount in efforts to open new fields for all qualified personnel, especially for those minority group members previously denied equal employment opportunities.

The study group consists of minority graduates—about 150 to 175 in all—and a control group of graduates from Harvard's more traditional pool of students.

This project is jointly funded with the U.S. Office of Education.

Completion is scheduled for June 1974.

3.19 THE UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION
LEXINGTON, KY.

Contract 81-19-68-13

Dr. F. Ray Marshall, Department of Economics, The University of Texas

Negro Employment in the South

This project—which is also receiving support from the Equal Employment Opportunity Commission—consists of several studies of the patterns of employment of Negroes in the South, especially their penetration of and occupational distribution in major industries. The causes of these patterns are being analyzed to provide guides for more effective means of promoting the employment and upgrading of Negroes. The studies cover employment patterns in seven Southern cities (Atlanta, Birmingham, Houston, Louisville, Memphis, Miami, and New Orleans) and in selected industries (agriculture, the Federal Government, and State and local governments). Under a separate contract (see 3.23), additional research is being conducted on Federal employment and construction employment. Major data sources are the Equal Employment Opportunity Commission, the Department of Labor, the Civil Service Commission, the U.S. Commission on Civil Rights, the Department of Agriculture, and the Department of Health, Education, and Welfare, supplemented by data from local agencies and organizations and interviews with spokesmen for these institutions.

The examination of two of the cities, Houston and Memphis, has been completed. The Houston study found that blacks in Houston's booming economy suffered from high unemployment, widespread underemployment, and pervasive poverty. Very few Negro women were employed in Houston's major industries, and black men were either underrepresented or concentrated in the lowest paying occupations or both. Besides overt discrimination, the study attributed this situation to the lack of public junior colleges, *de facto* school segregation, inadequate public transportation, labor unions generally insensitive to civil rights goals, and the lack of effective community organizations to press for change. Manpower programs were found to have been relatively ineffective for opening better paying jobs to minorities in the Houston labor market.

The study for Memphis noted some encouraging changes in the employment situation of blacks in that city during the late 1960's, but concluded that substantial improvements were still needed. The findings

pointed out that although Negro women remained disproportionately concentrated in semiskilled and unskilled jobs, their movement into technical, sales, and clerical employment between 1966 and 1969 was particularly encouraging. Employment gains for Negro men during this time period were more moderate; however, they did gain significantly in entry into sales and crafts jobs. The study also revealed that in 1969, while nearly three of every 10 workers in large private firms in Memphis were black, only about one of every seven of the blacks was a white-collar or skilled blue-collar worker; the difference in the occupational distribution of white and Negro employment gave the whites an earnings advantage of about 25 percent. Analysis of the causes of Negro employment problems showed they were largely due to institutionalized discrimination, for example, blacks' educational disadvantage relative to whites, housing segregation, union practices, lack of adequate job information, and employer discrimination.

Preliminary findings for the overall study of Negro Employment in the South point out that:

1. The South's traditional institutions, including institutionalized racism, are being eroded by forces associated with industrialization and urbanization. However, black employment patterns changed very slowly before the 1960's, and, at the present rates of change, black employment in the higher income white-collar categories will not equal that of whites for many years.

2. Although agricultural workers in the South are being displaced—and blacks at a faster rate than whites—there seems to be little effort to help these people prepare for emerging farm or nonfarm employment. While various manpower programs have been adopted to help rural workers, these programs are limited by such factors as low population densities, limited training facilities, and an apparent urban bias in manpower programs and legislation. Moreover, agricultural workers have been excluded from protective legislation and collective bargaining.

3. For blacks in metropolitan areas, employment patterns improved in the last half of the 1960's: employment of black women shifted markedly upward in the white-collar categories, while employment opportunities of black men increased mainly in blue-collar positions. Despite these improvements, however, blacks remained two to three times as likely as whites to be operatives, laborers, or service workers; in 1969, in the South, 73 percent of black women and 82 percent of black men were concentrated in these categories.

4. Government employment opportunities for blacks have generally been superior, in terms of occupational position, to those in the private sector. Yet, institutional and overt discrimination continue to hold down public job opportunities. While black political pressures are changing these discriminatory patterns on the demand side—especially in jobs serving large proportions of black clients—blacks have rarely been offered jobs beyond the token level in white-collar positions in State and local governments. Federal employment in the South has followed the same pattern but generally has provided better upgrading opportunity for blacks than State and local governments and higher penetration rates.

5. Black female employment patterns are quite different from those of white females. Both white and black males are employed in essentially the same industries in the South and non-South, but female employment diverges considerably in the South, indicating that black and white women do not work in the same jobs as elsewhere in the country.

6. While legal antidiscrimination measures have limited impact on black employment patterns, their threat causes unions and employers to be more responsive to other programs designed to increase black penetration and improve occupational positions.

The Manpower Administration has initiated several remedial measures, either on its own or in cooperation with other Federal or State agencies. These include a developmental project to place qualified blacks in higher ranking occupations (see 3.21).

Completion of the entire project is scheduled for September 1972. The Houston and Memphis studies have been published and the other studies are scheduled for publication during fiscal year 1973.

3.20 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

Grant 91-26-71-06

Dr. Stanley E. Seashore, Survey Research Center

Black Participation in Industrial and Voluntary Organizations

This project is assembling and integrating information about psychological and social-psychological phenomena that affect the inclusion and adaptation of blacks in various organizational settings. Material is being drawn from secondary sources and from interviews with other researchers in the subject area to com-

pile a bibliography and a theoretical paper describing research priorities and their feasibility.

Completion is scheduled for December 1972.

3.21 THE NATIONAL URBAN LEAGUE
WASHINGTON, D.C.

Contract 82-36-71-35

New Techniques in Combating Discrimination in White-Collar Occupations

This is a research/demonstration effort to promote the successful placement of blacks and Mexican Americans living in the Houston area through persuasion and advocacy at corporate executive levels. The project is specifically designed to demonstrate and test a technique for surmounting discrimination.

Project staff will: (1) Document for Houston's industrial and commercial employers the salable skills of blacks and Mexican employers and document to them the salable skills of blacks and Mexican Americans in Houston; (2) present to top management a sound rationale for establishing immediate employment opportunities for Houston's minority residents, both men and women; (3) let the minority community know of this project to stimulate applications for the resulting job opportunities; and (4) document and assess procedures and approaches to increasing minority employment in white-collar jobs.

The project stems from Dr. F. Ray Marshall's study, Negro Employment in the South (see 3.19).

Contract period: June 1971 through November 1972.

3.22 RECRUITING MANAGEMENT CONSULTANTS, INC.
NEW YORK, N.Y.

Contract 81-36-71-07

Evelyn L. Freeman

A Study of Black Male Professionals In Industry

The objective of this study was to analyze problems confronting black professionals in industry as a basis for developing and promoting programs in government and industry to make full use of their skills.

In interviews with 500 black male professionals with industrial experience, the researchers reviewed their careers and analyzed their progress and their attitudes toward the industrial system. For a small number of the men, immediate supervisors were interviewed to obtain information on their attitudes toward, and evaluation of, the men's work performance and work relationships.

Preliminary findings: About half the black respondents expressed satisfaction with their career progress to date and close to half expected to achieve their job aspirations while working for their present company. Yet, only one-fourth of the respondents believed their employment opportunities were equal to those for whites and more than three-fifths felt that company policies and affirmative action programs were not effective in either design or implementation.

Managers were more optimistic than blacks about potential advancement opportunities for minorities and they were far more likely to think that equal opportunity programs of the firms were effective.

The average current salary for the black respondents was about $15,900 a year; and they had an average of six and a half years of industrial experience.

Completion is scheduled for September 1972.

3.23 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Contract 81-46-70-24

Dr. F. Ray Marshall, Department of Economics

Negro Employment in the South: The Federal Service and the Construction Industry

This three-part study expands the researcher's study of Negro employment patterns in the South. (See 3.19.) The first component of the present study is an examination of patterns of Negro employment in the Federal Service in 13 States and 25 metropolitan areas of the South; the second, a pilot examination of patterns of employment among minority construction contractors in two southern cities—Atlanta, Ga., and Houston, Tex.; the third, research to update and more completely analyze Negro employment in selected southern standard metropolitan statistical areas through use of data from the 1970 Census of Population.

The Federal Service study is adding to the information obtained in the earlier study the 1969 data now available from the Civil Service Commission and collecting more detailed information through field interviews.

In the construction industry study, 230 interviews were conducted in Houston and Atlanta with selected civil rights and union leaders, minority and white contractors, and others with construction industry experience to obtain a profile of minority contractors and their firms, a picture of their operations and the prob-

lems they face, and data on their views toward upgrading.

Preliminary findings in the construction industry study show that Negro construction contractors in Houston and Atlanta, and Mexican American contractors in Houston, have significant potential for advancement which could be realized with appropriate financial and technical assistance. The researcher suggests that support and encouragement of local minority contractors' associations would be a highly desirable way of reaching minority contractors and helping them to enlarge their scale of operations.

The research using 1970 census data will supplement information obtained in the earlier study of Negro employment in the South, concerning such questions as: Where are Negroes underrepresented in employment and higher paying jobs? Where have the greatest gains been made? What are the prospects for Negro employment in southern standard metropolitan statistical areas? How do employment patterns described by the 1970 census data differ from those revealed by data from the Equal Employment Opportunity Commission?

Completion is scheduled for September 1973.

3.24 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Contract 82-48-71-38

Dr. F. Ray Marshall, Department of Economics

A Pilot Project to Overcome Barriers to Employment of Minority Women in White-Collar Jobs

This is a combination demonstration-research effort to enhance the opportunities for approximately 100 minority women to penetrate white-collar jobs in growth occupations in Atlanta, Ga., in which their employment so far has been minimal. The project is designed to test the efficacy of a combined outreach and employer persuasion approach in surmounting employment discrimination toward minority group women.

The demonstration project is to operate on three dimensions: (1) Selection of subjects from the local community; (2) occupational preparation and refurbishment; and (3) job placement with local industry. The research component will design the supportive service package (including tutoring, motivation, and job placement), chronicle the experience of the subjects, and evaluate the experience and success of the demonstration effort component.

Contract period: June 1971 through February 1973.

COMPLETED PROJECTS

3.25 GREATER HORIZONS, INC.
NEW YORK, N.Y.

Contract 82-34-69-30

To Create Greater Opportunities in the Trucking Industry for Minority Entrepreneurs and Workers

This project tested the feasibility of organizing minority group, independent truckers into trucking leagues and eventually corporations. Through these corporations, programs were developed to orient truckers to the industry and its opportunities; provide for economic cooperation among members; upgrade the skills of members and thereby increase their employability; and develop job opportunities for minority group members.

The contractor organized minority group trucking owner/operators into an independent truckers league; organized and developed group purchasing plans for insurance and supplies; developed systems for the utilization of members in moving produce from cooperative farms to urban markets; provided technical assistance and managerial training to entrepreneurs and persons desiring to enter the trucking industry as entrepreneurs; developed plans for improvement of staff capabilities; and developed a dues structure.

Contract period: February 15, 1969, through July 1, 1972. A final report is expected in September 1972.

3.26 LOUISIANA STATE UNIVERSITY IN NEW ORLEANS
NEW ORLEANS, LA.

Contract 81-20-70-20

Dr. Theresa R. Shapiro, Division of Business and Economic Research

Negro Construction Craftsmen in a Southern Labor Market

This study sought information on both the operation of the apprenticeship outreach program in metropolitan New Orleans and the experience of black construction craftsmen in a southern city.

The former involved the collation of Labor Education Advancement Program (LEAP) and Bureau of Apprenticeship and Training (BAT) records, interviews with black community leaders and with apprentices placed by LEAP (both those currently employed and those who dropped out), and with people who passed the pre-apprenticeship examination.

The movement of black apprentices into predominantly white locals in construction has been very slow. Between July 1, 1968, and January 1, 1971, only 25 blacks were placed, with 11 indentured, while an additional 134 had passed the pre-apprenticeship examination and were waiting to be placed.

The young men who were placed as apprentices in the predominantly white trades stuck with them. The retention rate for LEAP indentures was higher than for all BAT indentures in these trades in the same period.

The remaining part of the study was carried on by means of interview with samples of black and white union carpenters, black and white nonunion carpenters, and black union and nonunion roofers.

The comparison of union and nonunion members in each craft found little difference in their backgrounds except that union members are more likely to come from "union families" than nonunion men. Further, those who did not come from such families were more likely to leave the union than those who did.

There were no significant differences in skill between black and white carpenters, whether skill was measured by reports of what kind of carpentry work the respondents engaged in most frequently during the year prior to the interview, or by the evaluations of white carpenters. Further, there were no significant differences between the hourly rates paid black and white nonunion carpenters in 1971. However, black nonunion carpenters were apparently expected to spend more time on rather menial tasks than were other carpenters (white nonunion and all union).

Most white carpenters accepted Negroes as coworkers. Three-quarters of the whites thought Negroes and whites should work side by side, and over half believed blacks were as good workers as whites. Apparently the union rank and file is in advance of the leadership in accepting blacks. The union has never accepted more than 1 black apprentice in 10, but 4 out of 5 union members rejected the concept of a quota for blacks.

Separate comparisons for trade unionists and nonunionists showed that blacks had less continuity of employment with a particular firm, more unemployment, and more part-time employment than their white counterparts.

3.27 LOUISIANA STATE UNIVERSITY IN NEW ORLEANS
NEW ORLEANS, LA.

Grant 91-20-70-30

Dr. Theresa R. Shapiro

Black Construction Contractors in New Orleans

This study examined the characteristics, problems, and potential of black construction contractors in New Orleans. Subcontractors as well as general contractors were included because the industry has met the problem of supervision of workers with unrelated skills by subcontracting to specialty contractors.

All black contractors who had operated on a full-time basis during all or part of 1967–69 and who could be located were interviewed. Those interviewed—43 general contractors and 145 specialty contractors—represented about 5 percent of all contract construction firms in the area and 8 percent of such firms with employees.

General contractors were older than specialty contractors and had been in business longer. Although most of both groups reported long experience as craftsmen, the general contractors had more formal occupational training (in apprenticeship, in trade school, or in technical college if they had been barred from apprenticeship because they were black). The general contractors also had more formal education.

The typical general contractor built one- and two-family houses, usually for white customers, a third did alteration and repair work primarily, and nearly as many sometimes worked as specialty contractors, particularly in carpentry. The firms were small, and the median gross income at the busiest season in 1969 was $25,000 per year. Nearly half saw financing or bonding as their major problem. Three-fourths felt that further study would help them run their business better.

Many of the specialty contractors either engaged mainly in repairs and alterations—on the fringes of the contract construction industry—or were essentially workmen given subcontractor status to simplify the general contractor's supervisory problems. The median gross income at the busiest season in 1969 was $9,605 per year. Financing was seen as a problem by about a fifth of the specialty contractors. Attracting customers and finding good workmen were other leading problems.

The researcher felt that 19, or 44 percent, of the general contractors could soon gross upwards of $100,000 per year by taking advantage of training, technical

assistance, loans, and bonding arrangements obtainable through the Amalgamated Builders and Contractors of Louisiana (ABCOL), an organization established in 1970 to help minority contractors. These were the men under age 55 who had a high school education and had been refused bank credit or were unable to get performance bonds. It is estimated that only about one-fifth of the specialty contractors could benefit from the ABCOL program. Access to working capital would benefit those that lost contracts because they are unable to finance their payroll.

She also concluded that for men who are subcontractors in name only, the most urgent need is to be reclassified as employees and thus acquire coverage under social security and unemployment insurance.

3.28 METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.

Contract 41-0-004-34

Dr. Phyllis A. Wallace

Unemployment Among Black Teenage Females in Urban Poverty Neighborhoods

The study was designed to relate the employment status and the work behavior of black teenage girls to sociocultural and community factors as well as to psychological variables. The project selected two groups of unemployed 16 to 19 year old girls from Harlem and Bedford-Stuyvesant neighborhoods in New York City who were to have been respondents to formal data collecting questionnaires. However, this questionnaire approach was abandoned early in the project since it proved to be inadequate in tapping important dimensions in the lives of these girls involving household, family, drugs and influences of peers. The modification of the original design led to application of peer group networks which enabled the researcher to gather data about personal and group experiences and perceptions relating to the world of work at a pace that was set by the group members themselves.

This peer group approach was basically an outreach and supportive employment services construct that first found the girls—brought them out into the open for the project staff to work with; established a mutual relationship of respect and trust after which various support services were made available including orientation to the work world, mock employment interviews, long- and short-range career counseling, and within the role of counseling providing a surrogate peer-friend or parent substitute. Moreover, the researcher observed an unexpected spillover effect; the work attitudes of persons close to the participants, especially mothers and boyfriends, were influenced by the employment activities that the project initiated.

The study's most dramatic finding was that these girls have been ill-served by government-sponsored manpower programs. In the survey of over 40 agencies and organizations that provide employment, vocational or other services to residents of New York City, the majority had small, poorly informed staffs that did not give sufficient attention to the employment and training problems of this population.

The report concluded that manpower-related programs for this group are likely to have a better chance of success when they are integrated into the activities of the peer group. Hence, the researcher sketched the outlines of a model project building on this peer group approach that hopefully would have national replicability and spin off to an existing manpower agency.

3.29 TALENT ASSISTANCE PROGRAM, INC.
CHICAGO, ILL.

Contract 82-15-70-15

The Talent Assistance Program

Talent Assistance Program (TAP), Inc., a nonprofit corporation, was organized to provide free management and technical assistance to minority enterprises to facilitate minority economic development.

Operating since 1969 in Chicago, Ill., TAP has assisted 400 such enterprises.

A group of volunteer business and professional persons were recruited and maintained to provide assistance and counseling to clients. Information and assistance were provided to public and private organizations to promote their capability to foster minority enterprises; assistance and services were provided lending institutions to encourage reviews of attitudes and loan policies. Minority entrepreneurs were encouraged to utilize upwardly mobile manpower practices. Studies of volunteer and business practices effectiveness were assessed, and followup conducted.

A cost-benefit analysis clearly indicated the value of the program in the cases examined.

REPORTS

3.30

Behavior Research Institute—Sheldon J. Lachman and Benjamin D. Singer, No. 81-24-68-03.

The Detroit Riot of July 1967—A Psychological, Social, and Economic Profile of 500 Arrestees

NTIS—PB 178035.

3.31

Greater Horizons, Inc.—No. 82-34-69-30.

To Create Greater Opportunities in the Trucking Industry for Minority Entrepreneurs and Workers

MA/ORD (Forthcoming).

3.32

Human Interaction Research Institute—No. 82-05-68-03.

A Study of Successful Persons from Seriously Disadvantaged Backgrounds

NTIS—PB 199438.

3.33

Kentucky Research Foundation, The University of—No. 81-19-68-13.

Negro Employment in the South—Manpower Research Monograph No. 23

Vol. 1: The Houston Labor Market, by Vernon M. Briggs, Jr. (GPO—$1).

Vol. 2: The Memphis Labor Market, by Arvil Van Adams (GPO—65 cents).

3.34

Louisiana State University—Theresa R. Shapiro, No. 81-20-70-20.

Negro Construction Craftsmen in a Southern Labor Market

NTIS.

3.35

Louisiana State University—Theresa R. Shapiro, No. 91-20-70-30.

Black Construction Contractors in New Orleans

NTIS—PB 208120.

3.36

Menswear Retailers of America—No. 82-09-69-35.

Ownership Opportunities Program

NTIS—PB 199402.

3.37

Metropolitan Applied Research Center, Inc.—Phyllis A. Wallace, No. 41-0-004-34.

Unemployment Among Black Teenage Females in Urban Poverty Neighborhoods

NTIS—PB 210210.

3.38

Michigan State University—Harvey M. Choldin and Grafton D. Trout, No. 81-24-66-32.

Mexican Americans in Transition, Migration and Employment in Michigan Cities

NTIS—PB 199901.

3.39

National Manpower Policy Task Force—Dale L. Hiestand, No. 81-09-66-31.

Discrimination in Employment, An Appraisal of the Research (One of six reports on this contract)

Policy Paper No. 16, Publications Office, Institute of Labor and Industrial Relations, P.O. Box B–1 Ann Arbor, Mich. 48106 ($2).

3.40

National Tire Dealers and Retreaders Association, Inc., The—No. 92-09-69-09.

Project OWN (Minority Enterprise)

NTIS—PB 199440.

3.41

Newark College of Engineering—Robert Kiehl, No. 81-32-69-14.

Opportunities for Blacks in the Profession of Engineering

NTIS—PB 197065; MA—"Wanted: Black Engineers," *Monthly Labor Review*, June 1971, pp. 8–10.

3.42

Talent Assistance Program—No. 82-15-70-15.

The Talent Assistance Program

MA/ORD.

3.43
Utah State University—H. Bruce Bylund, No. 81-47-70-05.

Social, Cultural, and Educational Factors Associated with Relative Vocational Success of Navajo High School Graduates

NTIS—PB 189902.

• See also projects 1.63, 1.162, 1.164, 1.213, 2.18, 2.19, 2.24, 2.26, 3.43, 3.85, 4.9, 4.27, 4.47, 4.59, 4.85, 4.88, 4.99, 4.107, 5.9, 5.38, 5.42, 6.9, 6.18, 6.26, 6.34, 6.46, 6.69, 6.77, 6.82, 6.96, 6.106, 6.127, 6.144, 6.147, 6.151, 6.153, 6.154, 6.155, 6.169, 6.174, 6.188, 6.209, 6.211.

SCIENTISTS AND ENGINEERS

ONGOING PROJECTS

3.44 BUREAU OF THE CENSUS
WASHINGTON, D.C.

Contract 82-11-71-30

Thomas D. Brown, Office of Management and Budget

Survey of Employees Affected by Reductions in NASA Contracts

This is a study of the rate and nature of reabsorption of displaced space workers, especially scientists and engineers, in new fields in order to gain further insights into the problems of other displaced aerospace personnel.

Study data, which included many questions related to the employment and reemployment experiences of the laid-off workers, were partly collected in an already completed study conducted by Battelle Memorial Institute for the National Aeronautics and Space Administration of space workers laid off between June 1968 and September 1970. The Census Bureau conducted a followup survey of nonrespondents and coded all the data, including those previously collected, to show occupation and industry in which respondents were employed.

Analysis and preparation of a report focusing primarily on the nature and extent of unemployment and underemployment, barriers and frictions in obtaining reemployment, and related matters is being completed by Thomas D. Brown, on leave from the Office of Management and Budget, at Harvard University.

Completion is scheduled for August 1972.

3.45 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-25-72-10

Paul H. Thompson, Graduate School of Business Administration

The Effects of Unemployment on Engineering Careers

This is a study of the unemployment experience of displaced engineers, including current employment status, job search experience, effects of unemployment on family situation, geographic mobility, reemployment experience if any, extent of downgrading, if any, and causes of unemployment, including reasons for failure to accept job offers, if any, and causes of obsolescence if applicable. It also explores the impact of unemployment experience on attitudes of engineers and interest in returning to the engineering field, if reemployed in other fields.

Data are from a followup survey of a sample of 2,500 engineers in seven firms in different industries and locations, who had been included in previous studies of factors affecting obsolescence of engineers. This study uses a sample of the entire group and all of those who had been displaced at some time after 1968 according to previously collected data.

Completion is scheduled for October 1972.

3.46 LEAGUE OF CITIES—CONFERENCE OF MAYORS, INC.
WASHINGTON, D.C.

Contract 82-11-71-22

Pilot Program for Unemployed Engineers and Scientists

This is a demonstration project to determine: (1) Whether the professional manpower needs of State and local governments can be met effectively in part by unemployed scientists and engineers; (2) whether a brief orientation and/or financial assistance for on-the-job development is necessary and adequate to help the transfer of such personnel; (3) whether a central organization of representatives of State and local governments can develop an interarea network in cooperation with State employment service agencies and profes-

sional associations for selection, development, and placement of staff for such governments.

The contractor is working with State and local governments to identify jobs; recruiting and selecting 400 to 600 unemployed aerospace or defense engineers and scientists from 10 areas of high engineer-scientist unemployment rates; arranging with the University of California at Berkeley and with the Massachusetts Institute of Technology for each to conduct a 4-week program of orientation in State, county, or city governments for up to 400 of the participants; placing participants in jobs after selection or after orientation, depending on their need for orientation; providing payment to government employers to cover posthiring development expense; and, with the aid of two universities, conducting an assessment and followup analysis to determine the extent to which the project met its objectives.

This is a joint project with the Department of Housing and Urban Development, which is also providing funds through a separate but similar contract.

Contract period: May 1, 1971, through September 30, 1972.

COMPLETED PROJECTS

3.47 AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS
NEW YORK, N.Y.

Contract 82-36-71-01

AIAA Employment Workshops (A 3-volume report)

These reports describe employment workshops to assist unemployed engineers and scientists who were unaccustomed to searching for jobs. Nearly 15,000 professionals displaced from the defense and aerospace industries in 43 cities participated in 175 workshops. A peer-group discussion technique was used to provide: An understanding of the labor market situation; assistance in marketing careers, skills, and experience; and assistance in preparing letters and résumés, conducting the job interviews, and carrying out the necessary research for a job search program.

Divided into three volumes, this report may effectively be used individually or as a whole.

Volume 1—an overview of the workshop program—describes the organization, operation, and proceedings of the workshop sessions.

Volume 2 provides a detailed analysis of 22 workshops in which the participants were surveyed by mail questionnaire during the sessions and 2 and 6 months later on the value of the workshop and its effects on securing employment. Among the questionnaire respondents, 42 percent had obtained new permanent employment within 6 months and 55 percent of those felt that the workshops had been helpful in securing the new job.

Volume 3, prepared for State employment services and others interested in conducting employment workshops, provides specific directions for organizing and conducting workshops, a course outline, instructor's handbook, sample publicity aids, and other materials which were developed and tested during the program.

3.48 NATIONAL SCIENCE FOUNDATION
WASHINGTON, D.C.

Contract 82-11-71-28

Robert W. Cain, Sponsored Surveys and Studies Section

Unemployment Rates and Employment Characteristics for Scientists and Engineers, 1971

Because of the critical employment situation affecting the scientific and engineering community, the Department of Labor joined the Department of Defense and the National Science Foundation (NSF) in supporting this study of the employment and unemployment experience of scientists listed on the NSF National Register and a sample of 100,000 engineers affiliated with the Engineers Joint Council. Information was collected on the educational and professional background, fields of specialization, fields of employment, and other characteristics as needed to provide insights into the size and character of the unemployment problems of these groups as a basis for developing corrective action.

Major findings of the study were:

1. In spring and early summer of 1971, 2.6 percent of the scientists and 3.0 percent of the engineers were unemployed compared with overall unemployment rates of about 6.0 percent during the same period.

2. The highest rates of unemployment were experienced by those who had been employed in space activities, with those in defense work next.

3. Over half the unemployed scientists were chemists and physicists.

4. Scientists and engineers with doctorates had much lower unemployment rates than the less educated; those without a bachelor's degree suffered the highest unemployment.

5. Scientists in research and development work were more likely to be unemployed than those in teaching or other activities.

6. Unemployment rates of engineers exceeded the average for all workers in three areas—Orange County, Calif., Boston, Mass., and Dallas-Fort Worth, Tex. Of all States, Washington had the highest unemployment for engineers.

7. Workers under 25 had the highest rate of unemployment of any age group, in both engineering and the sciences. Unemployment rates fell sharply until age 35 for both, but after that scientists fared much better than engineers; among the engineers, the rate of unemployment rose steadily with age, exceeding 4 percent for those 55 to 64 years old compared with 2.2 percent among those in their thirties.

3.49 UNIVERSITY OF TENNESSEE KNOXVILLE, TENN.

Grant 92-47-71-03

Dr. T. Charles Helvey, Space Institute

Short Course to Reorient Engineers to the Field of Environmental Control Engineering

This project tested the value of an orientation course designed to ameliorate the transition of professional engineers from one engineering skill to another.

The grantee selected 50 engineers, unemployed as a result of aerospace cutbacks, and conducted for them a 1-week course in "Engineering Aspects of Environmental Control." A followup survey showed that while the participants showed some ambivalence about leaving their present engineering specialty, a large majority were interested in taking further training, with government subsidy, to prepare them for environmental control engineering. A proposal to provide such training was not funded, however, because of the sponsor's inability to identify jobs that would be available to participants at the conclusion of training.

REPORTS

3.50

American Institute of Aeronautics and Astronautics—No. 82-36-71-01.

AIAA Employment Workshops

Vol. 1: Final Report

NTIS—PB 209366.

Vol. 2: Analytic Report

NTIS—PB 209367.

Vol. 3: Workshop Handbook

MA/ORD.

3.51

Harvard University—Richard B. Freeman, No. 81-23-68-37.

Engineers and Scientists in the Industrial Economy

3.52

National Science Foundation—Robert W. Cain, No. 82-11-71-28.

Unemployment Rates and Employment Characteristics for Scientists and Engineers, 1971, (NSF 72-307).

Sup. Docs. (GPO—$1.75). Additional highlights on survey results are available in "Unemployment Rates for Engineers, June-July 1971," and "Unemployment Rates for Scientists, Spring 1971," (Washington: National Science Foundation, 1971, NSF 71-33 and NSF 71-26).

3.53

Tenessee, University of—T. Charles Helvey, No. 92-47-71-03.

Short Course to Reorient Engineers to the Field of Environmental Control Engineering

MA/ORD.

• See also projects 3.41, 4.74, 4.108, 6.19, 6.21, 6.27, 6.37, 6.45, 6.94, 6.107, 6.145, 6.187, 6.191.

WELFARE RECIPIENTS AND THE WORKING POOR

ONGOING PROJECTS

3.54 CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Contract 51-42-72-02

Dr. Samuel Z. Klausner

Paternal Authority and the Outcome of Work Training and Income Maintenance Programs

This study will investigate the relationship between family structure, as determined by the role of the husband/father, and economic dependency. It is predicated on the hypothesis that where external economic factors and internal family factors predispose toward a matriarchal authority structure, the probability of abandonment by the father increases and the chances of escaping economic dependency decrease. If manpower programs promote a patriarchal solution to the problem of family authority, there is more likelihood that the father will remain and that the family will escape economic dependency.

The study will build upon personal interview data collected in a 2-year, two-wave panel study of 480 welfare and 100 "working poor" matri-focal households in Camden, N.J. In addition, it is proposed to interview 600 low-income mothers following the birth of their first child. It is anticipated that about 400 of these will be living with the father of the child. The fathers also will be interviewed. Both husband and wife will be interviewed again 1 year later and again 2 years later. This will catch families in the process of formation with and without a male head of household. The personal interviews will seek data on work attitudes and work experiences, family budgeting, the structuring of authority in the family, family ideology, and economic dependency.

Completion is scheduled for February 1975.

3.55 CORNELL UNIVERSITY
ITHACA, N.Y.

Contract 51-36-71-02

Dr. Daphne A. Roe and Michael C. Latham, Graduate School of Nutrition

Health and Nutritional Status of Working and Nonworking Mothers in Poverty Groups

This study concerns the influence of health problems on the employability of welfare recipients. Building on a related survey of low-income mothers in upstate New York (see 3.58), this study addresses such questions as: To what extent is poor nutrition or ill health an explanation of unemployability, loss of jobs, and high dropout rates from manpower programs? What is the probability of placement if remedial measures are instituted? In what ways does employment, or unemployment, affect health?

Data are to be obtained from the mothers through questionnaires and medical and dental examinations. The availability and utilization of health care facilities in the community will be surveyed, and the local public health authorities have agreed to adopt the recommendations the researchers make as a result of their study.

Completion is scheduled for April 1973.

3.56 THE UNIVERSITY OF MICHIGAN—WAYNE STATE UNIVERSITY
ANN ARBOR, MICH.

Contract 51-24-69-05

Dr. Louis A. Ferman and Dr. Joe A. Miller, Institute of Labor and Industrial Relations

Welfare Careers and Low-Wage Employment

This study focused on the nature and extent of low-wage employment, especially among welfare recipients. Information was obtained in interviews with approximately 1,250 low-wage workers.

Preliminary findings: The working poor, once they found a job, tended to remain employed, with the exception of young women, many of whom left the labor force because of pregnancy. The working poor were also highly mobile—from one low-wage job to another, as a rule. Some of the men, however, had shifted from a better job because of either poor health or accidental injury.

Generally, the work experience of the poor had been brief or in a variety of low-skill jobs, and few of the

workers had received any formal job training or vocational preparation. However, the younger workers believed that job training and vocational education were the best way to get the better jobs they wanted—and their aspirations were regarded as reasonable. Yet most of the working poor had never sought help from community social agencies. Although they knew the agencies existed, they did not know what kinds of services to expect or who was eligible.

For female heads of households—the great majority of those interviewed—the health problems of their children or of relatives who lived with them often prevented stable employment. For the men, personal ill health or injury was sometimes the explanation of low wages, and their wives were often unable to supplement the family income because they were needed at home to care for several children or an invalid relative.

A supplementary report, *Low Wages and the Working Poor,* analyzed the extent to which the problem of the working poor is one of low-wage employment and examined the correlates of low-wage employment on the demand as well as the supply side of the labor market.

The analysis was based primarily on data from the 1967 Survey of Economic Opportunity for nearly 14,000 full-year, full-time workers. These data were used to compare the average wages and the incidence of low wages for white men with those for white women, black men, and black women.

The overall average wage was 33 percent lower for black men than for white, 36 percent lower for white women, and 50 percent lower for black women. About 20 percent of the white men, over 50 percent of the black men, nearly 60 percent of the white women, and over 75 percent of the black women earned $2.25 an hour or less.

A wide variety of relationships were found concerning the effects on wages of educational levels, occupation, industry, geographical location, migration, and health. Only a small part of the differential in average wages could be attributed to differences in formal schooling or occupational distribution. The increment in earnings brought by added schooling was primarily a function of the industry in which a worker was employed. Education had the smallest "payoff" in the institutionalized industries, i.e., those characterized by widespread unionization, employer concentration, or public regulation. The incidence of low-wage employment varied by industry, being lowest for public administration and communications. Geographic wage differences reflected differences in industrial structure, so that an area with favorable wages for one group sometimes had unfavorable wages for another.

A number of recommendations for policy changes were presented.

Completion of the entire project is scheduled for August 1972.

COMPLETED PROJECTS

3.57 ASSOCIATES FOR RESEARCH
PHILADELPHIA, PA.

Grant 92-40-70-09

Abraham Wolf and Stephanie F. Jackson

Exploring Means of Overcoming the Problems of Transition From Training to Work

In this study of enrollees and graduates of several training programs in Philadelphia—primarily welfare recipients, the grantee developed three scales for predicting a successful transition from training to work. Responses to questionnaires administered to participants in the programs were used to construct scales of: (1) Attraction—defined by participants' perceptions of aspects of work which were attractive or beneficial to them; (2) loss—unattractive aspects of work or losses (for example, spending less time with children) which trainees associated with taking a job; and (3) barriers to employment—practical problems such as ill health or lack of child care, as well as negative perceptions of the job situation itself, such as its strangeness.

Although further work was recommended to refine and test the scales before they can be regarded as reliable predictors, the study indicated that trainees who fully understand the difficulties they may encounter in adjusting to work are most likely to make a successful transition.

3.58 CORNELL UNIVERSITY
ITHACA, N.Y.

Contract 51-34-69-07

Drs. Harold and Margaret Feldman, Department of Child Development and Family Relationships

Effect of Welfare Women's Working on Their Family: The Welfare Mother

This study was designed to investigate the consequences of a welfare mother's entering employment on

the operation of her home, the care of her children, her use of community resources, and her self-perception. A sample of 1,200 families (in a city of less than 100,000) was selected to permit comparisons where: (1) The husband is or is not in the home, (2) the mother is or is not employed, and (3) the family has or has not left the welfare rolls.

Each family was interviewed twice, 6 months apart, and intensive case studies were made of a sample of persons who left jobs or welfare or otherwise changed their status in the interim. In addition, data were obtained on community facilities for transportation, child care, education, recreation, counseling, and health care.

A wide variety of findings emerged which, in general, showed working mothers have a more effective home life and self-concept. They believed their children had more respect for them, and their children were doing as well in school as were the children of nonworking mothers. On the other hand, they had some marital problems and concerns about care of the home and relationships with their children.

The nonemployed had more home and health problems and anticipated more difficulty if they were to work. They felt that shopping and food preparation would take much longer than it actually does, and believed their children would suffer if they went to work.

Over half the women in both groups had a strong preference for family day care for preschool children. Special problems were noted about day-care centers and suggestions were made regarding care of the sick child, allowing the parents a voice in how the children are cared for, more convenient hours, and a wider age range.

Recommendations included setting up a training program to increase women's skill in caring for the home and managing interpersonal problems created by their working. An adjunct training program, which should start before girls leave high school, was outlined.

3.59 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

Contract 51-37-70-09

John R. Shea and Jack A. Meyer, Center for Human Resource Research

Potential Recipients of Family Assistance Payments: Characteristics and Labor Market Behavior

This study analyzed the characteristics and labor market experiences of persons whose families would have been eligible for benefits under the Family Assistance Plan (FAP) proposed in 1970, had it been in effect in 1966–68.

Data were derived from a longitudinal survey of four age-sex groups: Men aged 45–59, women aged 30–44, and men and women aged 14–24. (See 4.17.)

Among persons living in potentially eligible families, three-fourths or more of the older black men and women and at least three-fifths of the whites were members of families of five or more persons, whereas their average income was adequate for two persons. About two-thirds of the poor young women and nine-tenths of the poor young men lived with their parents, and about 70 percent of both the men and the women were still enrolled in school. About one-third of the young women had children of their own.

Poverty was concentrated in the South and in small cities and rural areas. Only among Negro women aged 30 to 44 did a majority live in cities of at least 25,000.

Over half of the older black women and a third of the older white women who were not working would accept a hypothetical job offer. Nearly 90 percent of these women would accept a wage of $2 or less an hour, and two of every five black women would accept domestic work or "anything." Two-thirds of the women who would take a job would need child care if they went to work.

Nearly half of the black and a third of the white older women had never attended high school, but one-fifth of the blacks and two-fifths of the whites were high-school graduates. Among the older men, 83 percent of the blacks and 69 percent of the whites had no more than 8 years of schooling. Moreover, 36 percent of the black and 45 percent of the white men reported a health condition which prevented work or limited the kind or amount of work they could do.

REPORTS

3.60
Associates for Research—No. 92-40-70-09.

Exploring Means of Overcoming the Problems of Transition From Training to Work

NTIS—PB 203727.

3.61
Cornell University—Harold and Margaret Feldman, No. 51-34-69-07.

Effect of Welfare Women's Working on Their Family

Vol. 1: Findings and Implications

NTIS—PB 209019 ($6).

Vol. 2: Tables and Appendices

NTIS—PB 209020 ($6).

Vol. 3: Participant Observer and Case Studies

NTIS—PB 209021.

3.62
Michigan, The University of, and Wayne State University, Institute of Labor and Industrial Relations—No. 51-24-69-05.

Low Wages and the Working Poor

NTIS—PB 206095 ($6).

3.63
Ohio State University Research Foundation, The—John R. Shea and Jack A. Meyer, No. 51-37-70-09.

Potential Recipients of Family Assistance Payments: Characteristics and Labor Market Behavior

NTIS—PB 209287 ($6.75).

3.64
Wright Institute, The—Edward M. Opton, Jr., No. 51-05-69-04.

Factors Associated with Employment Among Welfare Mothers

NTIS—PB 201109.

• See also projects 1.184, 1.196, 4.9, 5.78, 6.49, 6.109, 6.193.

OTHER MANPOWER TARGET GROUPS

(Includes youth, women, alcoholics, drug addicts, veterans, handicapped, older workers, rural workers; see also Chapter 1. Government Manpower Programs—Job Opportunity and Work Experience Programs)

ONGOING PROJECTS

3.65 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 91-09-69-31

Dr. Albert D. Biderman

Recent Second Career Patterns of Military Retirees

This study examines certain aspects of the labor force participation of men who have retired from the Armed Forces after a career of 20 or more years: (1) Their difficulty in recent years in finding good jobs; (2) their present employment status as related to age at retirement, present age, education, rank, and year of retirement; (3) impact of legislation barring dual compensation for retired military personnel employed by the Federal Government; and (4) their use of employment assistance under programs recently initiated by the Departments of Labor and Defense.

This study will supplement and update earlier analyses, including one sponsored by the Manpower Administration. Data for the present study were drawn from a 1966 Department of Defense survey of a 25-percent sample of retired military personnel.

Completion is scheduled for December 1972.

3.66 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-67-58

Dr. Herbert Hyman, Chairman, Department of Sociology

Occupational Choice and Its Determinants Among Totally Blind Individuals

As part of a larger study of the patterns of communication, perception, and social behavior among the blind, this study examines blindness as a barrier

gaining knowledge of environment, and consequently, to choosing a career. Patterns of occupational choice are being contrasted between blind Negroes and whites and between those blinded before the age of 15 years and those blinded later in life. The developmental processes underlying these patterns are being examined through a parallel study of totally blind children and their families.

The present analysis is based on the following groups drawn from the sample of the total study: 180 white and 90 Negro adults, totally blind, living in northern cities; and 80 white and 20 Negro children, totally blind, 10 to 15 years of age, living in New York City. Indepth interviews have been held with the adults, and a sighted family member was also interviewed concerning the blind person's immediate and larger environment and how he had been socialized or resocialized. Parallel interviews were conducted with the children; their mothers were questioned about the patterns of childrearing followed with the blind child and with his siblings; and sighted siblings were interviewed whenever available regarding their own development within the family and their orientation toward the blind child. Computer analysis is being used to trace individual and aggregate patterns of learning.

Completion is scheduled by June 1973.

3.67 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 92-25-71-05

Dr. I. Ira Goldenberg

Employment and Addiction: Perspectives on Existing Business and Treatment Practices

This grant will assess and analyze existing business practices concerning drug use by employees and related employer relationships with manpower and drug addiction control agencies, as a means of developing potential models for coordinated employer-manpower development-drug rehabilitation activities aimed at enhancing employment stability of drug users and ex-addicts.

The grantee is to establish working relationships with several drug rehabilitation programs in the Boston area and collect and analyze information and data on the vocational backgrounds of clients in these programs, manpower services provided, and other areas related to employment of such persons. The grantee will canvass several employers for information on their policies, attitudes and experiences concerning the hiring and retention of addicts and ex-addicts, and relationships with addiction control treatment agencies.

Grant period: July 1, 1971, through October 1, 1972.

3.68 HEALTH AND WELFARE PLANNING COUNCIL OF MEMPHIS AND SHELBY COUNTY
MEMPHIS, TENN.

Grant 88-47-72-02

Shirley Lancaster

Women and Girls Employment Enabling Service (WAGEES)

This special project, using trained volunteers, will aid and supplement existing agency efforts to expand employment opportunities for women.

The grantee will: (1) Interview unemployed and/or underemployed women workers to determine their need for placement and/or supportive services, make referrals to community agencies offering such services, follow through on the referrals, and intercede on their behalf when indicated; (2) work with, seek advice from, and seek to influence employers, unions, trade associations, and other agencies in creating entry into areas of employment traditionally closed to women; and (3) recruit and train women to assist staff in carrying out the work and to involve the local citizenry in an effort to achieve a fuller utilization of women.

Grant period: June 1, 1972, through May 30, 1973.

3.69 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 81-26-72-05

Dr. Jerald Graybill Bachman, Survey Research Center

The Work Attitudes and Early Occupational Experiences of Young Men—Analysis Based on a 4-Year Longitudinal Study

This is an extensive analysis of work attitudes and early occupational behaviors of young men in their late teens addressing itself to two major objectives: (1) To discover the meaning and value of work for today's youth and to trace its development through high school and into post-high school environments, including work, college, and military service; and (2) to discover some of the correlates of successful transitions from high school into the world of work.

Findings will be based on personal interviews and written questionnaires with a national sample of 2,200 boys in the 10th grade of public high school in 1966.

Completion is scheduled for October 21, 1972.

3.70 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-68-41

Dr. Martin Gold, Institute for Social Research

An Agency's Effort to Improve the Future of Adolescent Boys in the Inner City

This study is assessing the impact on adolescent boys of a 1961–65 experimental program of the Chicago Boys Club which sought to combat juvenile delinquency in two inner-city target areas. In addition to the club's traditional building-centered recreational activities, the program provided academic and vocational counseling and job placement and worked with community institutions to increase vocational education, apprenticeship, job, and recreational opportunities.

The data for this analysis were collected during the program. Two control areas with matching demographic characteristics were constructed from surrounding census tracts. Variables relevant to the condition of the populations and goals of the program were measured at the beginning and end of the program. Data were collected through interviews with representative samples of the boys in each area who were and were not participating in the program, their mothers, community leaders, and personnel throughout the Chicago Boys Club organization. Further material was gathered from police, court, and school records on the behavior and performance of the boys in the study, and the boys themselves provided information on their aspirations, perception of opportunities, current plans and efforts to prepare themselves for future employment, and school attitudes and performance.

Completion is scheduled for December 1972.

3.71 ROBERT R. NATHAN ASSOCIATES, INC.
WASHINGTON, D.C.

Contract 82-11-71-42

Project "VEHTS" (Versatile Employment of Health-Trained Servicemen) to Assist Civilian Retaining Military-Trained

This project, now in its second phase, seeks to determine the problems faced by a large hospital in recruiting, placing, and retaining veterans who have had military medical training and experience and to devise and test methods to overcome these problems.

The contractor is to: (1) Design and develop a demonstration project to work with the Cook County, Ill., hospital in hiring and placing former servicemen who have had some health training; (2) recruit, test, select, and place veterans in the hospital in subsequent months; (3) develop a system of supportive personnel policies and career mobility; (4) conduct a literature search and prepare an experimental analysis of the data collected; and (5) establish an allied health manpower advisory panel, composed of six nationally renowned experts in the field of allied health manpower, to review and guide the project's progress.

This project grew out of the research findings of an earlier study: *Transferability of Military-Trained Medical Personnel to the Civilian Sector.*

A progress report on Phase I, *Project VEHTS,* outlines the problems involved in gaining the confidence of line and staff personnel of the hospital.

Contract period: June 21, 1971, through June 21, 1973.

3.72 NATIONAL INSTITUTE OF MENTAL HEALTH, U.S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
ROCKVILLE, MD.

Contract 82-24-72-13

William E. Bunney, Jr., Division of Narcotic Addiction and Drug Abuse

Followup Survey of Vietnam Drug Users

The project will determine the pattern of changes in drug abuse by Vietnam veterans upon their return to civilian life. A survey will trace experience of approximately 750 returning Vietnam veterans who were drug users. Questions will include employment problems.

Contract period: April 15, 1972, through April 15, 1973.

3.73 THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Contract 81-11-72-04

Dr. David Gottlieb

Youth and the Meaning of Work

This is a study to develop information about the current work and career-related attitudes of college youth. It will attempt to learn how those who are either about to enter working careers or go on to advanced training evaluate the relevance and significance of different career fields and what criteria college seniors use in assessing the value and significance of different careers and work settings.

Completion is scheduled for December 31, 1972.

3.74 U.S. DEPARTMENT OF DEFENSE
WASHINGTON, D.C.

Contract 81-09-69-23

Aaron B. Nadell, Manpower Development Division, Air Force Human Resources Laboratory, Air Force Systems Command

Effects of Military Experience on Project 100,000 Men

This study is examining the impact of military service on young men accepted under the lowered mental test standards which applied in Project 100,000. Information on the experience, including training in the military and in postmilitary life, of these so-called New Standards men will be compared with data collected from a control group of men disqualified for service on mental test grounds. The study is designed to yield information that will be useful in assessing military manpower procurement policies as well as the civilian carryover of military training. The Veterans Administration is also providing support for the project.

Preliminary results are to be available in October 1972. Completion of the project is scheduled for January 1973.

3.75 VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Contract 82-36-71-09

Supported Employment Project

The contractor is determining the effectiveness and costs of a program of creating supported employment for chronic alcoholics and addicts.

The project will: (1) Develop and operate an enterprise, under the auspices of a nonprofit agency, to provide employment at regular wages for chronic alcoholics and addicts; (2) determine the extent to which such an activity can, after its developmental stage, generate income for its continuation and the extent to which it would require continuing support; (3) determine the degree to which various participants can perform in low-stress employment situations and/or progress to competitive employment; and (4) analyze the operational practicalities of such an enterprise to develop guides for possible expansion of this type of job creation. Participants are chronic alcoholics and drug addicts who have been unable to maintain regular employment in the community.

Contract period: January 1, 1971, through December 31, 1972.

3.76 VOCATIONAL GUIDANCE SERVICE
HOUSTON, TEX.

Contract 82-46-68-42

Placement and Vocational Guidance Program for High School Youth

The objectives of this program are: (1) To prepare 10th-, 11th-, and 12th-grade youth to make a positive transition to suitable employment or training; and (2) to demonstrate the need for more professional job placement assistance within the school setting.

Using the group process, the contractor has: (1) Exposed the students to national and local market information and manpower trends; (2) taught the students techniques for seeking employment and for career planning; and (3) established job development and placement activities for graduating students.

The program has prepared its staff for the transfer of training responsibility to local and State educational and governmental institutions. The staff has also been involved in developing four comprehensive documents: (1) The Operations Manual which describes step by step how to operate the program; (2) the Training Manual which is a guide to train counselors in presenting a workshop to educational personnel; (3) the Curriculum Materials Manual compiled for use with the students receiving the counseling; and (4) the Community Resource Manual containing basic information about local public and private training schools. After field testing at universities and in high schools, these

documents are being used in replications of the program.

Since December 1, 1971, the Texas Education Agency has funded the training of several levels of educational personnel, including administrators, State regional guidance coordinators, university staff (teacher/counselor educators), and independent school district counselors.

The contractor is now engaged in tracking the group guidance program (GGP) as it is replicated in the State educational system. The resulting report will present a formula which can be applied to varying types of model programs to move them from developmental stages into the appropriate public and private institutions.

The GGP has successfully developed ties between the school and the activities of the local community, business, and industry. This can be a significant step toward relating the preparation and deployment of available human resources to the fast changing technology of today.

Contract period: June 28, 1968, through June 30, 1973.

COMPLETED PROJECTS

3.77 AMERICAN FRIENDS SERVICE COMMITTEE, INC. NORTHERN CALIFORNIA REGIONAL OFFICE SAN FRANCISCO, CALIF.

Grant 92-05-70-11

New Vocations for Alienated College Youth

This grant was designed to explore new methods of developing satisfying employment for "alienated" college youth and to report on the nature and manpower implications of what appears to be their dissatisfaction with and reluctance to accept jobs normally available to them.

The project worked with several hundred "alienated" college trained young men and women individually and in groups, providing counseling and conducting seminars and workshops to help the participants clarify their views toward employment and career goals and attempting to develop and place them in employment compatible with their desires.

A final report is anticipated in early fall 1972.

3.78 WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT VOCATIONAL RESOURCE CENTER OLYMPIA, WASH.

Contract 82-51-70-09

Vocational Resource Center

This demonstration effort was designed to examine the potential for and the capability of a public employment system to administer a vocational resource center which utilizes community resources applicable to the recovering alcoholic and provides coordination among various organizations and groups to insure continued employment of the postrelease alcoholic after MDTA training.

The report details the relationship established between the Washington State Employment Security Department and the Cedar Hills Alcoholism Treatment Center to provide a full range of services for the "revolving door," chronic alcoholic. It also discusses the successful attempts to tie in various other community groups and agencies relevant to the after-care program designed for the individual after detoxification. Emphasis is placed on the types of resources to be brought together to develop a comprehensive rehabilitation program.

Also described is the research methodology utilized to measure program success as well as patterns of recidivism and partial regression.

The major conclusions are: (1) The project's validity was attested by its high rate of rehabilitation (five times reported rates for other efforts with comparable clientele) as well as its strong favorable impact on community sectors having alcoholism responsibilities. (2) Basing both research and program operation on the same conceptual rationale was not only found to be sound, but led to an action research model which promoted an interchange of ideas and resulted in a constantly evolving and improving program. (3) The autonomous client-oriented center with a philosophy of self-help and with a professional-paraprofessional team approach can be effectively utilized for special disadvantaged populations.

REPORTS

3.79

American Friends Service Committee, Inc., Northern California Regional Office—No. 92-05-70-11.

New Vocations for Alienated College Youth

MA/ORD.

3.80

Association for the Help of Retarded Children, New York Chapter—Jack Tobias, Ida Alpert, and Arnold Birenbaum, No. 81-31-21.

A Survey of the Employment Status of Mentally Retarded Adults in New York City

NTIS—PB 185574; "Retardation, Poverty, and Jobs," *Manpower*, Sept. 1969, pp. 30–32; Jack Tobias, "Vocational Adjustment of Young Retarded Adults," *Mental Retardation*, June 1970, pp. 13–16.

3.81

Boys Residential Youth Center—No. 82-07-66-64.

The Boys Residential Youth Center (Effect of Innovative, Supporting Services in Changing Attitudes of "High Risk" Youth)

NTIS—PB 199502.

3.82

Bureau of Labor Statistics—Vera C. Perrella, No. 41-0-001-09.

Students and Summer Jobs; Young Workers and Their Earnings

Monthly Labor Review, February 1971, pp. 55–61; July 1971, pp. 3–11, respectively. Reprinted with additional data as Special Labor Force Reports Nos. 129 and 132 (Washington: U.S. Department of Labor, Bureau of Labor Statistics, 1971).

3.83

Colorado State University—No. 82-06-66-62.

Mental Health and Manpower (Employment Adjustment for Mental Patients)

NTIS—PB 199552.

3.84

Drake University Pre-Retirement Planning Center—No. 82-17-66-61.

A Program to Prepare Older Workers for Retirement and Interest Community Groups in Pre-Retirement Planning

NTIS—PB 199495.

3.85

George Washington University, The—Regis H. Walther, No. 41-9-001-09.

A Study of Negro Male High School Dropouts Who Are Not Reached by Federal Work-Training Programs

NTIS—PB 202110 ($6).

3.86

Houston, University of, and Texas Southern University—Joseph E. Champagne and Robert L. Prater, No. 81-46-68-02.

Teenage Employment: A Study of Low Income Youth in Houston, Texas

NTIS—PB 186507.

3.87

Jewish Vocational Service (Chicago)—No. 82-15-67-55.

The Alpine Project (A Test of Three Techniques for Assisting Chronically Unemployed Older Workers)

NTIS—PB 199178.

3.88

John F. Kennedy Family Service Center, Inc.—No. 82-20-20.

The Aging Worker: Insights Into the Massachusetts Problem

NTIS—PB 199176.

3.89

Leiter, Sarah F.—No. 82-22-67-41.

Training and Employment of the Older Worker: Recent Findings and Recommendations Based on Older Worker Experimental and Demonstration Projects

NTIS—PB 202482.

3.90
Maine, University of—No. 43-9-009-21.

An Experiment in Change (Final Report and Evaluation of Girls Residential Youth Center, Portland, Maine—Phase II)

NTIS—PB 199426.

3.91
Michigan, The University of—Louis A. Ferman and others, No. 91-24-67-56.

The Hard-Core Unemployed of Detroit: An Economic and Social Portrait

NTIS—PB 197321.

3.92
Nathan Associates, Inc., Robert R.—Edward D. Hollander, No. 81-09-68-01.

Transferability of Military-Trained Medical Personnel to the Civilian Sector

NTIS—PB 192690.

3.93
National Manpower Policy Task Force—Juanita Kreps, No. 81-09-66-31.

Sex in the Marketplace: American Women at Work (One of six reports on this contract)

Policy Studies in Employment and Welfare No. 11, The Johns Hopkins Press, Baltimore, Md., 1971 ($1.95).

3.94
North Carolina State University and North Carolina Agricultural and Technical College—Charles H. Rogers, Rudolph D. Artis, Leonard J. Hausman, Christopher Green, and Walter R. Parker, No. 81-35-67-27.

Teenage Unemployment in Two Selected Rural Countries in the South

NTIS—PB 188105.

3.95
Rancho Los Amigos Hospital—No. 82-05-66-36.

An Experiment in Reducing Chronic Unemployment Among the Physically Handicapped

NTIS—PB 199183.

3.96
Residential Youth Center of Downeast, Women in Community Service (WICS), Inc.—No. 42-7-006-21.

Use of A Residential Center to Serve Girls Rejected by Women's Job Corps

MA/ORD.

3.97
Sage Hill Camp, Inc.—No. 92-6-67-14.

Program Experimentation Project on Special Summer Camp and Followup on Youth Activities to Break the Poverty Cycle

NTIS—PB 199483.

3.98
San Diego State College—Oscar J. Kaplan, No. 91-05-68-32.

Placement of Unemployed Middle-Aged Workers in San Diego, California

NTIS—PB 196644.

3.99
Villa Loretto School—No. 82-34-67-63.

Project Rejoin (Use of Residential Programs to Provide Social and Vocational Adjustment for Adolescent Girls)

NTIS—PB 199528.

3.100
Vocational Guidance Service (Houston)—No. 82-46-68-42.

1. A Job Placement and Group Vocational Guidance Program for Culturally Deprived High School Youth: Phase I

NTIS—PB 199432.

2. Career Guidance Through Groups, A Job Placement and Group Vocational Guidance Service For High School Youth, Phase II

NTIS—PB 199475.

3. The Community Resource Manual

NTIS.

4. The Curriculum Materials Manual

NTIS.

5. The Operations Manual

NTIS.

6. The Training Manual

NTIS.

3.101

Washington State Employment Security Department, Vocational Resource Center—No. 82-51-70-09.

Vocational Resource Center

MA/ORD.

3.102

Young Women's Christian Association of the United States of America, National Board—No. 42-8-007-34.

Business Office Culture Project

NTIS—PB 199503.

3.103

Youth House, The--No. 82-34-66-85.

Project GET SET (Group Employability, Training, Specialized Educational Tasks)

NTIS—PB 199489.

• See also projects 1.14 to 1.16, 1.20, 1.26, 1.38 to 1.40, 1.54, 1.63, 1.85, 1.100, 1.115, 1.117, 1.118, 1.139, 1.141, 1.165, 1.175, 1.200, 1.211, 1.212, 1.214, 2.6, 2.8, 2.14, 2.15, 2.25, 2.29, 3.28, 3.37, 3.58, 3.61, 3.80, 3.89, 3.94, 4.8, 4.9, 4.16 to 4.18, 4.29, 4.31, 4.37, 4.51, 4.57, 4.81, 4.91, 4.99, 4.100, 4.109, 5.6, 5.26, 5.28, 5.33, 5.34, 5.44, 5.46, 5.48, 5.52, 5.61, 5.74, 5.78, 5.86, 5.87, 5.111, 6.24, 6.30, 6.33, 6.40, 6.42, 6.47, 6.50, 6.62, 6.64, 6.70, 6.77, 6.88, 6.92 to 6.94, 6.105, 6.124, 6.125, 6.131, 6.133, 6.137, 6.138, 6.143, 6.145, 6.159, 6.168, 6.186, 6.197.

LABOR FORCE, LABOR MARKET, AND LABOR REQUIREMENTS

(Includes projections, analyses by industry, occupation, geographic area; secondary labor markets, worker mobility, and manpower requirements)

ONGOING PROJECTS

4.1 ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
WASHINGTON, D.C.

Contract 82-11-72-26

Dr. Charles C. Kim

Study of Casual Labor Patterns in Selected Geographic Areas

This study will attempt to develop a methodology for examining social and economic aspects of the casual labor force. The research will attempt to identify the characteristics of adult men who do not work regularly and to identify any barriers to their obtaining full-time regular employment. The dynamics of the casual labor market will also be examined, particularly the communications network by which workers find and change jobs within the system. The findings of this research should be useful in efforts to increase social and financial stability among casual workers.

Contract period: June 5, 1972, through November 5, 1972.

4.2 BUREAU OF THE CENSUS
WASHINGTON, D.C.

Contract 81-11-71-19

David P. McNelis, Chief, Governments Division

Survey of State and Local Government Employment

This project is a two-stage mail sample survey to obtain data on selected characteristics of State and local government employees in 11 States. Stage I is a mail survey of a representative sample of State agencies (excluding educational institutions) and local governments (excluding school districts and dependent school systems) in each of the 11 States to obtain a random sample listing of employees' names and addresses. Stage II is a mail survey of the individuals reported in the sample listings to obtain data on the race, sex, age, level of education, governmental function in which employed, income group, merit system coverage, years in present job, job mobility, and specialized training.

The study is designed to provide information needed for training and upgrading workers to help State and local governments respond to rising demands for services and take advantage of Federal assistance for public service employment.

Completion is scheduled for April 1973.

4.3 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 81-11-71-18

Sophia C. Travis, Division of Labor Force Studies

Survey of Recent College Graduates

Because the marked change in the employment situation for college graduates has obvious implications for planning manpower policies and programs, this study is examining job-related problems encountered by recent graduates in moving from college to careers. In the October 1971 Current Population Survey, the Bureau of the Census sought information from all members of the sample 16 to 34 years old who received degrees from a college or university in 1970 or 1971 on their jobseeking efforts, the kind of job obtained or sought and its relationship to field of study, and the effect of a loose labor market on future plans and attitudes to-

ward work. The Bureau of Labor Statistics designed the questionnaire and is analyzing the data.

Completion is scheduled for September 1972.

4.4 BUREAU OF SOCIAL SCIENCE RESEARCH, INC. WASHINGTON, D.C.

Contract 81-09-66-27

Gene Peterson

Occupational Adjustment of Recent Low-Income Southern In-Migrants to Cleveland

This three-phase project concerned the occupational adjustment in Cleveland of low-income southern in-migrants with less than 2 years, and 2 to 5 years, of residence. The project integrated research with an experimental program sponsored by the Manpower Administration.

In phase I, the researchers identified 1,600 low-income southern newcomers to Cleveland and interviewed them for information on their occupational adjustment. For comparison, a sample of 400 Cleveland residents of more than 10 years was also interviewed.

In phase II, the experimental element, the researcher referred selected recent in-migrants to the PEACE (Programs for Educational and Cultural Excellence) Skill Center for special services, including prework orientation, job placement, and/or referral to MDTA training, to assist them in entering urban employment and community life.

In phase III, the researcher made a longitudinal examination of the conditions generating individual changes in work status and urban adjustment. An attempt was made to reinterview the entire sample from phase I. Interviews focused on the in-migrants' social, cultural, urban, and economic adjustment experiences, with special emphasis on past and current employment, changes in occupational aspirations, adjustments to city life, and particularly the impact of the skill center programs in facilitating assimilation of those enrolled.

Preliminary findings: Low-income newcomers to the city generally had more education and training than did long-term low-income residents. Negro newcomers had more education, were younger, and more often were unmarried than their white counterparts, but whites held more skilled and higher paying jobs. Men, both white and Negro, were better off in Cleveland than women.

The chief reason reported for moving was economic; for example, jobs and wages. Yet most of the newcomers' (white and Negro) first jobs in Cleveland were as operatives (men) or in clerical and sales positions (women). This occupational pattern had not changed by the time of the phase III survey. Negro men were still predominantly in operative occupations, but a number of white men had advanced into craft occupations or jobs as foremen. Most of the newcomers felt they were better off as a result of moving to Cleveland.

Completion of the project is scheduled for December 1972.

4.5 UNIVERSITY OF CALIFORNIA, BERKELEY BERKELEY, CALIF.

Grant 91-05-70-37

Dr. Robert E. Hall, Institute of Industrial Relations

Exploratory Empirical Research on the Pathology of Secondary Labor Markets

This study is estimating the impact of protective institutions and measures (such as labor unions, professional and occupational licensing standards, and formal educational requirements for white-collar jobs) on relative wages and on the secondary labor force (workers other than adult, male heads of households). It is testing the hypothesis that a chronic excess of workers in the labor market can be attributed to the desire of secondary workers for the high-wage protected jobs from which they are excluded regardless of qualifications and is a basic cause of the unsatisfactory functioning of secondary labor markets.

The 1966–67 Survey of Economic Opportunity is the basic data source for this project.

Completion is scheduled for September 1972.

4.6 CARNEGIE-MELLON UNIVERSITY PITTSBURGH, PA.

Grant 92-42-72-34

Dr. Myron L. Joseph, Graduate School of Industrial Administration

Feasibility Study for Research on Public Utility Internal Labor Market

In order to assess the feasibility of a research study in the Pittsburgh area this project will: (1) Initiate or continue contacts with public utilities officials to obtain their cooperation; (2) examine manpower data maintained by the cooperating firm; and (3) consider possi-

ble analytical procedures in light of (a) objective of the study, (b) constraints imposed by the firm, and (c) data availability.

Grant period: June 15, 1972, through September 30, 1972.

4.7 CENTER FOR POLICY RESEARCH
NEW YORK, N.Y.

Contract 81-34-70-04

Dr. Amitai Etzioni and Dr. Marvin Sontag

Mutual Adaptability of Workers and Organizations

The principal objective of this study is to develop conceptual and operational tools for achieving a more effective match of persons with jobs, thereby facilitating both job retention and work performance. Specifically, these tools are being designed to measure workers' tolerance for bureaucratic structure (TBS)—adherence to organizational requirements regarding time, task, and authority—and the extent to which particular types of jobs demand such behavior.

A preliminary form of the TBS scale has been developed and administered to employees of a large metropolitan bank, enrollees in a Work Incentive program, and clients served at four Concentrated Employment Program sites. Modest but statistically significant correlations were obtained between TBS scores and the supervisory ratings of bank employees. Criterion data for the remaining samples are not yet available, but TBS scores differentiated between individuals tested in terms of age, marital status, number of months employed in the preceding 2 years, and satisfaction with last job. Split half reliabilities ranging from .794 to .805 were obtained. Test-retest reliabilities will be obtained subsequently.

Additional test and criterion data will permit the determination of validity in terms of success in training and job tenure. In addition, the measure of bureaucratic requirements of jobs will permit judgments of the extent to which training and employment success depend on compatibility between the individual's TBS and the requirements of his training and job roles.

Interviews with selected training program dropouts and persons who left their jobs early, supplemented by onsite observational data, will also support analysis of the importance of bureaucratic factors as determinants of success.

Completion is scheduled for September 30, 1972.

4.8 CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 92-06-72-14

Dr. Paul E. Sultan, Department of Economics; Darryl D. Enos, Center for Urban and Regional Studies

An Analysis of Nonfarm Employment Problems of Farm Laborers

This study is concerned with the successes and failures of farm laborers—largely Spanish-surnamed—who seek urban employment as a substitute for or in combination with farm jobs, and their relationship to economic and social variables. The researchers will: (1) Interview 1,000 current and former farm laborers from San Bernardino and Riverside counties (Calif.) to gather information on employment problems due to lack of facility in English, resources available to enhance geographic mobility, and other factors that may influence employment; and (2) interview in depth 25 nonfarm employers who have hired farm laborers and 30 farm laborers who have held nonfarm employment. These data will be evaluated against statistical profiles of 7,000 persons—prepared from Employment Service Automated Reporting System (ESARS) data—drawing income from farm labor or from both farm and nonfarm employment.

It is hoped that the results will indicate how to enhance the success of the shift from rural to urban employment.

Grant period: May 1, 1972, through February 28, 1973.

4.9 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Contract 81-36-71-01 (formerly 81-34-67-25)

Dr. Eli Ginzberg, Conservation of Human Resources Project

Employment Expansion in a Dynamic Economy—A Series of Related Studies

This continuing project of interdisciplinary research studies probes deeply into the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output. Members of the research team conduct intensive research of problem areas as a basis for recommending remedial action.

Since the project was initiated 15 studies have been completed (see 4.36 for the seven studies completed since fiscal year 1970). The studies on which work is still in progress are described below.

1. "The Dynamics of Employment Opportunity." This study first analyzes the reasons for differences in the ranking of industry-occupation groups on measures of rewards to workers. It then assesses job prospects in light of changes in business organization and the impact of government policies, as well as growth of trade unionism and controls over entry into occupations.

Preliminary findings: Advantaged workers are sheltered from the competition of less advantaged groups by such arrangements as professional credentials, licenses, collective bargaining coverage, and full-time year-round work schedules. A further advantage is provided by internal labor markets in both public and private employment. The probabilities of achieving a sheltered position vary regularly by occupation and industry, implying the importance of product markets.

Whereas young men tend to move into sheltered positions as they gain experience, women for the most part are excluded. Minority members of both sexes have far less access than whites. Both women and blacks are heavily overrepresented in the less structured, peripheral parts of the labor market.

In the short run, the important shift seems to be in the direction of strengthening existing shelters by adding new elements of structure, as in the case of civil service workers forming strong union organizations. In the meantime, expansion in the *number* of jobs has been greatest among predominantly female occupations in the less favored sectors.

A woman's earnings in such jobs constitute a significant contribution to family income if she is a "secondary earner" but are generally inadequate to support her family if she is the only earner. Prospective changes in the occupational structure may, however, improve employment opportunities for women; as organizations grow more complex, the administrative aspects of the typical "secretarial" role may well be expanded to impinge on middle management functions, thus providing new possibilities for job mobility.

Completion is scheduled for September 1972.

2. "Youth Unemployment and Employment: International Variations." Against the background of countries in which youth unemployment rates are generally lower than in the United States, this study explores differences and similarities in the positions of youth which may contribute to international variations in youth unemployment rates. The study covers 17 countries—the United States, Canada, Japan, and 14 European countries—using published data supplemented by research on employers' opinions and practices. In analyzing youth unemployment, the researcher considers demographic developments, educational trends, labor force participation rates, and the attitudes of youth toward work. The relative demand for young workers is considered in terms of industrial and occupational structure, size of firm, wage differentials, employer attitudes, and on-the-job training arrangements. Some interrelationships of supply and demand factors are developed, and problems of measuring unemployment are discussed.

Completion is scheduled for 1973.

3. "Bridges to Work for Young People: A Comparative View." As a companion to the preceding study, this research examines the functions of educational and labor market institutions in easing adjustment to the work world and in reducing youth unemployment rates. Considerable attention is given to the intermediary function of matching young people to the existing job structure through occupational guidance, information, job placement, induction to work, and employer training or apprenticeship programs. The interventionist function of reshaping the quantity and quality of labor supply and demand is treated with particular reference to disadvantaged or special groups, regions of high unemployment, and recession periods.

Completion is scheduled for late 1972.

4. "Technological Change and Professional Manpower: The Steel Industry." This study of the introduction of new technology in the steel industry over the last 15 years emphasizes the transmission of information and the development of manpower, especially professionals, executives, and technical personnel who help install the new technology.

Preliminary findings: Steel managements have encountered no particular difficulties in keeping abreast of changes in technology, since much cooperation exists within the industry—journal articles, industry meetings, visits to plants, and on-the-job training by the more advanced companies of the employees of other companies.

In adopting new technology, company strategies differ importantly. Larger companies tend to develop more intensively specialized managers who make decisions about installing new technology and the recently growing research and development departments are assuming more influence in technical planning. Engineering and equipment firms also play key roles in the development and installation of new technologies.

However, engineering company personnel do not usually serve as significant originators of technical change. Since each piece of equipment or system tends to be distinctive, steel technologies tend to evolve by accretion, each project improving on the former project. In traditional technologies, such as mills, vendor and steel company engineers are equally likely to contribute to advances. In newer technologies which are being transferred into the steel industry, such as electronic and computerized control and analysis systems, the initiative tends to lie with the engineers of the vendor. Steel companies seek to hire a certain proportion of their professional employees with the potential and motivation for flexibility and the acquisition of new skills, and to acquire and release others to meet short-run needs.

Completion is scheduled for fall 1972.

5. "Aging in the Ghetto." This study examines the interrelationship of the processes of aging—the multiplication of health defects, the difficulties of access to job market information, and the impediments to access to social services—and the loosening of work ties for minority group members—especially older men who have few if any family attachments. It explores the effects of the cumulative relative deprivation of investments (such as education, job training, or health care) in human capital. It is based upon intensive interviews with adult residents of a black neighborhood in the central core of a large eastern seaboard city which has been experiencing a marked outmigration of industry, particularly of firms that have been major employers of black men and women.

Preliminary findings: (1) Older black men are most likely to drift out of the labor force if they have no close family ties and if they have recently moved into a ghetto. (2) Older blacks have found it difficult to follow the relocated firms that have been their major employers, particularly if they had worked at unskilled, low-wage jobs, so that blacks with a relatively strong attachment to these firms and industries have developed a feeling of abandonment. (3) As services—particularly public services—deteriorate in black neighborhoods, the aging residents tend to withdraw to the relative security of their homes; their physical mobility decreases markedly, even during the daytime, and they have fewer, more casual contacts with friends and relatives. (4) When declining employment and job opportunities in the central core of the city reduce the proportion of friends and acquaintances still employed, informal transmission of labor market information, always limited in scope, becomes even more restricted. Traditional means of securing employment are less efficient and it is difficult for a minority group member to develop alternative means. (5) Although a wide range of public assistance is available—housing, medical services, senior citizen recreational programs, and so forth—access to these programs depends greatly on such things as literacy and personal relationships, and somewhat on chance. As a result, a considerable proportion of the older black community, particularly men, who are most in need of the services offered by these programs, either do not know of their existence or how to obtain them, or are doubtful about their legal right to them. For example, they tend to view waiting lines for senior citizen housing as subtle screening devices to exclude everyone but a favored minority. (6) Many of the older members of the black community feel a sense of neglect because attention to the problems of youth deprives them of an audience for their problems. Nor can they see a way to organize themselves into an effective political group, which adds a feeling of political impotence.

Completion is scheduled for November 1972.

6. "The Human Economy." Work is continuing on this long-term project, the scope of which was earlier described. (See "The Theory of Manpower" in the 1971 edition of *Manpower Research and Development Projects*, p.11.)

The study is divided into four sections. The first focuses on economic development, or the macrosupply aspect of the theory of manpower. The second examines the microsupply aspect and stresses specific institutions that determine the development of manpower—the family, church, schools, the military, and employing organizations. This section also explores class structure and distribution of income. The last two sections deal with the processes of the use of or demand for human resources. The section on macrodemand examines business expectations, government policy, and the effectiveness of the labor market, especially its facilitating mechanisms, including job information, selection, assignment, and on-the-job training, and their relationships in the utilization process. The analysis in this section also points up the serious costs of a loose labor market, from the viewpoints of the worker and of the employing organizations. The final section—the microdemand aspect—explores the process of organizational affiliation in terms of organizational imperatives; e.g., the nature of the conflict between the needs of the organization and those of the individual. These needs are related to the fundamental problems that confront contemporary society.

An outline of the basic theory was presented in Chapter 1 of *Manpower for Development: Reflections on Five Continents*, by Eli Ginzberg (New York, Praeger Publishers, 1972). The theory also formed the basis for a presentation by Alfred S. Eichner (who has assisted Dr. Ginzberg from the beginning) on "Economic Planning and Manpower Planning" at Cornell University and will be published in a symposium by Cornell. A draft of the entire manuscript is expected to be completed during 1972.

7. "The Impact of Military Desegregation Upon Children of Career Airmen." This study of more than 800 black and white sergeants in the Air Force and their teenage children was designed to explore the extent to which the desegregation policy of the Armed Forces affected children raised in a military environment. Questionnaires were distributed to fathers and children in 1969 and 1970 and responses related to their experiences, attitudes and aspirations were analyzed. In addition, comparisons were made between black and white respondents and between children from military and civilian families.

Preliminary findings: Black sergeants tended to be at lower military grades than whites with similar seniority and education. The blacks' lower pay scales may help explain their higher incidence of moonlighting and of working wives. Moreover, apparent inequities in promotional policies may explain why most of the blacks believed that opportunities for blacks to get ahead in civilian life were as good or better than in the military service. A substantial majority of the whites, on the other hand, thought that the military offered blacks relatively better chances for success.

Desegration of military establishments did not necessarily result in a desegregated environment for military families; many have lived off base and most children have attended local schools and used local recreational facilities. However, a substantially higher proportion of the black sergeants' children have had integrated educational experiences than reported in the Coleman report.

More of the white children than their fathers support integrated schooling, although a majority of both favor it. By contrast, virtually no black fathers, but 13 percent of their children, supported all-black schools. Endorsement of school integration by white youth increased with age, but black support of racially separate schools was highest among college students.

Boys of both races had higher educational and occupational goals than girls. Black boys expressed the greatest desire for graduate degrees and for professional careers; white girls, the least. Few sons of military men wanted military careers and even fewer of their fathers expressed this aspiration for their sons.

In general, the findings appear to describe a group of lower-middle-class youth whose aspirational patterns were class-linked and not appreciably influenced by their military upbringing, except to the extent that their fathers' career security provides support for their children's endeavors.

Completion is scheduled for September 1972.

8. "Employment Expansion in Suburban Labor Markets." The purpose of this study is to describe, conceptualize, and analyze the implications of the process of employment expansion in areas contiguous to central cities. Four metropolitan areas of different types and sizes—Atlanta, Cleveland, New York, and Philadelphia—have been examined, principally through interviews with developers, firms, and government agencies. A fifth, Houston, is to be studied.

The conceptualization has been largely completed, and the remaining research focuses largely on statistical analysis. Principal emphasis will be given to comparison between central city and suburb for employment flows, industry, age, sex, and race characteristics, industrial mobility, and income changes, making use of employment and earnings data for the Social Security Administration's continuous work history files.

Completion is scheduled for May 1973.

9. "The Interface of Work and Welfare." This study examines the New York City welfare caseload with a three-fold objective: (1) To identify the particular groups with the greatest potential for work and self-support; (2) to understand the flow between employment and public assistance; and (3) to analyze the impact of the Work Incentive (WIN) program on welfare recipients.

Utilizing data from the New York City Department of Social Services, the Department of Health, Education and Welfare's Survey of Aid to Families with Dependent Children (AFDC) caseloads in 11 cities, and New York State surveys of characteristics of AFDC families and of Home Relief (HR) recipients, the present welfare population is being disaggregated, in the first instance through a pool-and-flow analysis of the individual categories.

In the second stage, a questionnaire devised by the investigators has been distributed to staff members of the Department of Social Services to gather individual data from the case records of 2,000 public assistance cases (open as of September 1971) drawn from the HR, and AFDC caseloads, which contain the bulk of able-

bodied working-age and preworking-age recipients. Information has been obtained for all persons age 16 and over in this population on demographic and personal characteristics, school achievement, prior vocational training, participation in public training programs, public assistance history, and work experience. Dates of employment, wages, industry, and occupation are being examined relative to openings, closings, and characteristics of adult assistance recipients. Findings will also be related to overall employment conditions in the city.

Completion is scheduled for 1973.

10. "Government Economic Policy and Manpower Utilization." The first phase of this study, completed by June 1972, analyzes unemployment and employment by industry, occupation, and sex over the past 24 years. It indicates that, through the boom of the sixties, the high and rising demand for white-collar employees encouraged government contractors to push further their traditional policy of holding on to their white-collar and service labor force as an allowable overhead expense. That expense rose swiftly, and after 1969, employers changed their utilization patterns with the consequence that white-collar and service unemployment jumped by unprecedented amounts. Among blue-collar industries and occupations, unemployment increased as well, but less than would have been anticipated on the basis of experience. These deviations from anticipated unemployment trends have confounded economists' predictions of wage responses to overall levels of unemployment.

The second phase of this study will focus upon hiring and employment practices in particular industries and the effects of changing patterns of manpower utilization on the demand and supply of labor. As shifts in government economic policy affect employment and unemployment, employers can adjust the timing and numbers of hirings and layoffs or attrition, alter the quality, quantity and skill mix of their work forces, and adapt promotion, transfers, upgrading, and on-the-job training to meet their immediate and long-term needs.

The study will concentrate upon two "industry" sectors, aerospace-electronics and local government. Both sectors are subject to large changes in Federal funding. Defense-generated employment in the aerospace-electronic industry, for example, rose 52 percent in 1965–68, only to fall by 49 percent in 1968–71. Federal grants-in-aid to State and local governments have so far shown only acceleration, rising by 63 percent in 1959–65 to $11 billion and increasing 168 percent in 1965–71, to a high of $30 billion.

The study will explore the contrasting patterns of adjustments to changes in the supply and demand of personnel in these two sectors. Particular attention will be paid to changes in pay, manning schedules, performance standards, and scope of jobs in the managerial, supervisory, professional, and technical occupations. Persons in such positions are now a sizable and costly portion of the total work force. Further, they significantly influence the utilization of lower level manpower resources.

Completion of the project is scheduled for late 1973.

11. "Metropolitan Labor Markets: Comparative Analysis." In this study, a common frame of analysis will be applied to a limited number of metropolitan labor markets to identify similarities and differences. The purpose is to identify the extent to which the labor market of each metropolitan area is distinctive and to develop a composite view of individual labor markets and of metropolitan labor markets as a whole.

The study will focus on New York, Chicago, Los Angeles, Houston, and Atlanta. For each, the analysis will cover structural characteristics as of 1970, changes in these structural characteristics during the recent past, differences and commonalities with respect to labor market processes, and the subjective "tone" of the labor market in terms of group relations, community attitudes toward different worker groups, employer and union policies and practices, and the political climate. There will be a consistent effort to probe into racial and ethnic factors, the white-collar and service sectors, and the point of view of both employers and workers.

It is anticipated that this project will help to develop a better taxonomy of urban labor markets, a perspective for priorities in urban labor market research, guidelines for better manpower planning in urban labor markets, and insights for the reaggregation of urban, suburban, and metropolitan labor markets into a larger concept of megapolitan and national labor markets.

Expected completion date: 1975.

12. "Values and Work." Much has been said and written about the demise of the "Protestant ethic," especially as regards attitudes toward work. These attitudes, according to an increasingly widespread view, have changed in ways that are substantially subversive of economic growth and increases in productivity.

Informed judgment on this important matter must await research on the attitudes toward work and toward larger social issues that shape these attitudes. Accordingly, this investigation seeks to identify the extent to which the place of work in the lives of Ameri-

cans and selected European populations has changed and to assess the reasons for whatever modifications can be demonstrated to have taken place in the period 1940–70.

Tentative findings suggest that shifts in the place assigned to work in the lives of Americans are changes in degree, rather than in kind, and that many of the vexing problems facing those charged with the management of human resources here and abroad are attributable less to revisions in the commitments of employees than to other forces bearing upon the production and distribution of goods and services.

Completion is scheduled for 1973.

4.10 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-23-70-08

Dr. Peter B. Doeringer, Department of Economics

Service Employment, Collective Bargaining, and the Low-Wage Labor Market

This study of the forces that determine the characteristics of jobs and employment in low-income labor markets tests the promise that instability of employment in these markets is the result of a deficiency in their employment function rather than in the skill training capabilities of individual job holders. The study is directed to three major questions: (1) What factors affect the quality of work in low-income labor markets? (2) What factors influence the transition of workers from low-income to high-income labor markets? (3) What types of Federal manpower programs will most effectively upgrade workers out of the low-income labor market or improve the quality and earnings potential of low-income work?

The investigation centers on the relationship between collective bargaining and low-wage service employment. Collective bargaining is thought to exercise a positive influence upon compensation, employment stability, career opportunities, and equitable supervision, and it occurs within the context of broader trends in the economy. A major part of the study involves an examination of those economic and legal forces which have either assisted or impeded the growth of collective bargaining in the service sector.

The major source of data and contacts is the Service Employees International Union (SEIU). Interviews are being conducted with officers and staff of the international and local unions, major employers, and staff members of employer associations. The union is providing data on economic conditions, wages, pensions, labor force mobility, and composition of membership as well as union documents such as convention proceedings, newspapers, journals, collective bargaining agreements, and other manuals or internal memoranda. Finally, arrangements have been made to examine the SEIU-sponsored building service training program in Washington, D.C., funded by the Manpower Administration, and its relationship to the low-income, service labor market.

Completion is scheduled for March 1973.

4.11 UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Grant 91-46-68-48

Dr. Louis H. Stern, Department of Economics and Finance

The Relationship Between Unemployment and Commuting Within Geographical Areas

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSA's) are actually adequate for labor market analyses. Using 1960 census data, it seeks to determine whether an SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions by testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the residents of different geographic subdivisions who are in the labor force if allowance is made for differences in occupation, sex, and racial or ethnic group.

Completion is scheduled for June 1973.

4.12 INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Grant 92-36-72-28

Allan L. Madian

The Employment Impact of Multinational Corporations

The study will provide information on ways to assess the U.S. employment impact of multinational corporations and imports. Specifically, it will include: (1) A review and analysis of studies of multinational corporations and international trade as they bear on employment; (2) a review of production indexes, new plants,

plant expansions, and plant closings, to verify and supplement the conclusions of more theoretical studies; (3) the development of models based on existing policy positions ranging from free trade to protectionism and calculation of their probable employment impacts. It will employ both descriptive analysis of the competitive dynamics of various trade policy models and quantitative elaboration of those models and their consequences.

Grant period: June 1, 1972, through February 28, 1973.

4.13 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

Grant 91-26-72-23

Dr. Sidney Cobb and Dr. Robert P. Quinn, Survey Research Center

Adjusting to Employment Termination

This is the final phase of a longitudinal investigation of the effects of job loss on physical and mental health. Two plants—one located in metropolitan Detroit and the other in a small rural community in southeast Michigan—form a backdrop for the study. The sample consists of 237 married men (including controls), age 35 to 60, mostly white, who were displaced from a variety of low-skill, blue-collar jobs when the plants shut down permanently. The subjects were observed at regular intervals over 2 years' time as they went through stages of anticipation of job loss, plant closing and job termination, unemployment, reemployment, and stable reemployment. Public health nurses visited the men to conduct physical checkups and to gather in structured interviews, diverse economic, demographic, social-psychological, and health data.

Identifying personal and familial variables related to adjustment to job loss is the objective of the research.

Completion is scheduled for June 1973.

4.14 NORTHWESTERN UNIVERSITY EVANSTON, ILL.

Grant 91-15-70-07

Dr. Frank Brechling, Department of Economics

The Relationship Between Regional and Overall Employment

This study examines State and local variations in cyclical and secular fluctuations in unemployment, especially in response to overall changes in economic activity, and their relationship to aggregate wage behavior.

The analysis is based primarily on published data on employment and unemployment for 49 States and 150 labor market areas.

Completion is scheduled for November 1972.

4.15 NORTHWESTERN UNIVERSITY EVANSTON, ILL.

Grant 91-15-70-12

Dr. George E. Delehanty, Department of Economics

Labor Mobility and Income Change

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1-percent, employer-employee subsample of Social Security Administration records for 1959–63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

Completion is scheduled for October 1972.

4.16 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION COLUMBUS, OHIO

Grant 91-39-71-43

Dr. Belton M. Fleisher, Dr. Donald O. Parsons, and Dr. Richard D. Porter, Department of Economics

Dynamic Analysis of the Labor Force Behavior of Men and Youth

This study addresses four major questions: (1) What would be the disincentives to work of a negative income tax? (2) Are upward trends in unemployment rates linked with the increasing proportion of secondary workers? (3) Is continuing school generally a fruitful alternative for young men, or do adverse labor market conditions leave them unemployed and with little incentive to remain in school? (4) Does the downward trend in labor force participation of older men, greater among blacks than whites, represent a response to rising levels of affluence or a response to diminishing market demand for "older" workers?

A model incorporating three aspects of labor force behavior—hours of work, unemployment, and labor force participation—is being constructed and applied

to data from the national longitudinal surveys of males aged 45–59 and 14–24, respectively, in 1966. (See 4.17.)

Completion is scheduled for September 1972.

4.17 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO AND

BUREAU OF THE CENSUS

U.S. DPEARTMENT OF COMMERCE
WASHINGTON, D.C.

Contracts 82-39-72-21 (formerly 81-37-68-21, 81-37-69-15, 81-37-70-18, 81-34-28—Ohio State) and 81-08-38 (Census)

Dr. Herbert S. Parnes, Center for Human Resource Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census

National Longitudinal Studies of the Labor Force Behavior of National Samples of Men (45–59), Women (30–44), and Male and Female Youth (14–24)

This study is probing the relationship among factors that influence the work behavior and experience of four groups: Young men and women, aged 14 to 24; men, aged 45 to 49; and women, aged 30 to 44. Whereas available data single out some important correlates of the job difficulties of these groups for example, inadequate education), the present study focuses on the interaction among economic, sociological, and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not. The completed study will constitute a comprehensive body of data on labor mobility.

This study entails six consecutive surveys (mostly by interview) of each group at 1-year intervals, except for the older groups of men and women in 1970. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. The Bureau of the Census drew the samples and collects and tabulates the data. Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, prepares reports on the annual surveys, and will write a final comprehensive report for each group.

Reports on the annual surveys are being reproduced as Manpower Research Monographs (see 4.51). The survey completed during fiscal year 1972 is summarized in item 4.29. Special analyses of the data (for example, the impact of health upon earnings and labor market activity of older men) are also published from time to time (see 4.51).

4.18 RUTGERS—THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Grant 91-34-71-02 (formerly grants 91-24-69-04 and 91-24-69-47 to the University of Michigan)

Sandra S. Tangri

Effects of Background, Personality, College and Postcollege Experience on Women's Postgraduate Employment

This project follows up the researcher's dissertation, which associated background factors, personality characteristics, and college experiences of 200 college women with commitments to traditionally masculine professions. Using interviews and mail questionnaires, the present study attempts to answer the following questions about these same women 3 years after graduation:

1. What factors associated with aspirations predict perseverance in the chosen field?
2. What factors affect occupational commitment?
3. For what kind of woman does early marriage make career pursuits more likely?
4. What role do husbands play in these outcomes?

Completion is scheduled for October 1972.

4.19 STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-05-70-44

Dr. Melvin W. Reder, Institute of Public Policy Analysis

A Pilot Study of Response to Job Offers as an Index of Labor Market Conditions

This study is investigating the possibility of expanding the base for calculating unemployment rates to include a measure of "intensity of job-search activity." It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs, and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such

characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Indicators being used to gage the intensity of an individual's jobseeking efforts are: (1) The time lapse between receiving and responding to a job vacancy notice; (2) the ratio of the jobseeker's minimum "asking wage" to the appropriate average for the area; (3) the length of the journey (in time or distance) the jobseeker will undertake to apply for a vacancy; (4) the ratio of number of job offers rejected to number received by the jobseeker; and (5) the ratio of number of applications filed to number of vacancy notices received by placement agencies. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

Completion is scheduled for September 1972.

4.20 STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-72-28

Dr. Michael J. Boskin, Department of Economics

Occupational Choice

For workers of different sex and race groups, this study is investigating the role of wages, training costs, and duration of unemployment, manpower programs, and income maintenance policies in determining occupational choice. Data from the 1967 Survey of Economic Opportunity, a detailed set of 30,000 household interviews, are being applied to a model to derive estimates of the probability of a worker's entering alternative occupations, given variations in relative costs and returns, and to simulate the effect of manpower and income maintenance policies on the variables that govern occupational choice.

Completion is scheduled for June 1973.

4.21 WICHITA STATE UNIVERSITY
WICHITA, KAN.

Grant 91-20-72-07

Dr. Glenn W. Miller, Department of Economics

Multijobholding in South Central Kansas

This project examines the extent of, reasons for, and effects of moonlighting in the Wichita, Kan., area. Based on responses to brief questionnaires sent to 3,000 public and private workers, the grantee is interviewing a sample of moonlighters and nonmoonlighters regarding work attitudes, total income, property ownership and indebtedness, participation in community activities, and family characteristics. Information on job-related behavior is being obtained from their employers.

Completion is scheduled for September 1972.

COMPLETED PROJECTS

4.22 UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Grant 91-05-67-61

Sara Behman, Institute of Industrial Relations

Productivity Change for Carpenters and Other Occupations in the Building of Single-Family Dwellings and Related Policy Issues

This study developed estimates of productivity for carpenters and several related occupations. The data relate to onsite labor used in building single-family dwellings in Alameda County, Calif., in 1930 and 1965. Detailed data were obtained for four typical houses built in each year (defined through analysis of building permits). The results were used to examine unemployment, manpower forecasting, and the effect of wage rate increases on house prices.

The major finding is that average productivity for workers in the 11 occupations increased by 3.2 percent a year between 1930 and 1965, ranging from 1.7 percent for carpenters to 7.4 percent for hod carriers. Had the industry not changed its methods and organization, the sixfold increase in the volume of housing would have required 45 percent more carpenters than were actually used in 1965. If this fact is not taken into account, the study warns, projections of requirements will be overestimates. It was also found that rising productivity did not entirely offset wage increases

4.23 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Contract 81-34-68-44

Stanley Friedlander, Conservation of Human Resources Project

Unemployment in the Urban Core: An Analysis of Thirty Cities with Policy Recommendations

This study analyzed unemployment in the 30 largest cities and in 16 slum areas of those cities to ascertain the causes of differentials among cities and slum areas. Data for 1960 and 1966 were used to test three models: (1) The economic role of supply and demand for labor; (2) industrial structure of the local labor market; and (3) labor market rigidities focusing on education, health, discrimination, mobility, information, and illegal activities. The study also analyzed the unemployment problems of young workers, including the results of interviews with Negro residents in one slum area between 18 and 24 who were neither full-time students or workers nor members of the Armed Forces with respect to their work histories, vocational experiences, work attitudes and expectations, sources of income, and living arrangements.

Primary findings: (1) In periods of recession (1960) or of prosperity (1966), lower unemployment rates were never found in cities where the economy and employment were not growing, but growth did not always assure low unemployment. (2) The industrial structure of the urban economy was a major force in explaining unemployment in 1966 among slum dwellers and in both 1960 and 1966 among youth, who had very few employment opportunities in cities dominated by construction, manufacturing, and finance, insurance and real estate. (3) The urban economy was segmented into three layers—primary, secondary, and illegal—with minority groups concentrated in the latter two; illegal activities and income acted as an important safety valve for people barred by discrimination from higher paying jobs for which their education qualified them. (4) Spatial barriers in the urban labor market, such as job dispersal, were found to be unimportant in determining the unemployment problems of the urban labor force.

Major recommendations: (1) If manpower policies are to benefit the urban labor force, including the most disadvantaged workers, a commitment to full employment needs to be supplemented by an expanded program of employment in public service, with special emphasis on jobs that can lead to career. (2) The measure should be accompanied by a major attack on employment discrimination, with more funds and manpower for the Equal Employment Opportunity Commission, the U.S. Department of Labor's Federal Contract Compliance Office, and State and local government antidiscrimination activities. Moreover, Government should develop new tests and new recruitment practices to absorb greater numbers of disadvantaged workers. (3) Also recommended is more emphasis on skills and the productivity of the young labor force rather than on educational attainment and certification. (4) Industrial development programs and housing and transportation programs should be initiated to open up new job opportunities in the primary labor market for the disadvantaged. The development of experimental programs, such as private cost-plus- or fee-plus-incentive contracting and wage subsidy programs, with on-the-job training, upgrading, and transference between public and private employment also holds promise.

4.24 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Contract 81-36-71-01

Note.—These items are two of a series of studies completed under a continuing project (see 4.9).

1. Upgrading Blue-Collar and Service Workers

This study evaluated training as an instrument for enhancing the job mobility of selected groups of workers. The research focused on five industries in New York City—apparel manufacture, food service, health services, local public transit, and construction. For each industry, the occupational structure was reviewed and income data from the Social Security Administration's continuous work history file were analyzed for workers remaining in the industry for 4 years. Interviews with employers, union representatives, and training officials were used to analyze the factors which facilitate or prevent advancement within the industries.

The analysis suggested four fundamental conclusions about the opportunities for assisting low-wage workers to improve their status:

First, an industry's occupational structure is the major determinant of its upgrading opportunities. In industries such as apparel manufacture and retail eating and drinking places with a small proportion of better paying jobs, upgrading opportunities are necessarily severely limited. In contrast, the construction industry could permit a high degree of upgrading because of the large number of higher wage positions relative to the

total workforce. Upgrading depends upon the availability of upper level jobs.

Second, regardless of the number or proportion of better paying positions in an industry, upgrading is the dominant means for filling them. Analysis of the social security data for four of the industries indicated that between 73 and 80 percent of all workers earning $8,000 or more per year had at least 4 years' experience in their respective industries and that most of this group had moved up from positions paying substantially less during the 4-year period. Only limited increases could be attained in the proportion of better paying positions filled by upgrading.

Third, formal training frequently is not required for occupational mobility. Only in the health services industry did a substantial number of workers require institutional instruction to qualify for their positions, and apprenticeship was the dominant source of supply for only a few of the construction trades. Although formal instruction was helpful in the case of cooks and some additional construction craftsmen, in most instances workers acquired whatever skills they needed through an informal process of observation and practice on-the-job.

Fourth, the informal processes which characterize upgrading often reflect racial and sex discrimination. In each of the industries studied blacks and females comprised significantly smaller proportions of the workers in higher level jobs than of those at the lower levels. Government intervention designed to reduce discrimination in industry promotion practices was identified as the Federal policy likely to yield the greatest improvement in upgrading practices.

2. *Metropolitan Trade and Employment Expansion*

This study focuses on the sources of employment expansion in metropolitan job markets resulting from exports to other metropolitan and nonmetropolitan centers, import substitutions, and increased local demand for goods and services. Using a value added approach developed in the study and census data for 1940, 1950, and 1960 for 31 industrial classifications, researchers analyzed changes in the industrial mix of imports and exports, as well as associated changes in the composition of employment. The analysis of trends in the export base (including services as well as commodities) and the calculation of its multiplier effect on other aspects of metropolitan output are critical new methods for estimating employment prospects and planning appropriate training programs.

It was found that metropolitan areas are becoming more self-sufficient; 81 percent of the job increases during the 1950's were in the local sector. Moreover, about 75 percent of the variations in the rates of employment change among 368 metropolitan areas were accounted for by differences in the export base, counting both direct effects of changes on employment in the export sector and the indirect effect of the local multiplier.

It also appeared that intermetropolitan trade was expanding at approximately the same rate as metropolitan employment, but metropolitan trade with nonmetropolitan areas was declining. The regional patterns of trade, employment expansion in trade activity, interregional and intraregional shift of export activity, and the degree of concentration were found to vary considerably by industry. There was a trend toward increasing diversification in the local sector; however, over half of the employment in exports was in one industry category for 145 metropolitan areas. The importance of the process of import substitution was found to have increased, especially in the larger metropolises.

Changes in export activity accounted for a larger share of job decreases in the 1950's (44 percent compared to 26 percent during the 1940's) and a smaller share of job increases (19 percent compared to 26 percent). During the 1950's, 59 percent of job increases in export activity were offset by job decreases in other export industries in the same metropolis. A general upgrading of manufacturing export activity and a shift to the export of services appeared to be underway. Low-productivity industries had relocated from large and medium-size metropolitan areas to small metropolitan areas and nonmetropolitan counties. With upgrading at all levels, however, the relative position of areas did not change much, although the employment terms of trade continued to favor large and medium size places. Three-fifths of the job increases in metropolitan export activity represented geographical shifts.

4.25 THE JOHNS HOPKINS UNIVERSITY BALTIMORE, MD.

Grant 91-24-71-01

Michael D. Ornstein

Entry into the American Labor Force

This study examined the factors that influence the quality of jobs of American men at point of entry into the labor force and 1, 2, and 8 years later. Retrospective

life history interviews, including education and employment histories, were conducted with 800 black and 800 white men between 30 and 39 years old. Job quality was determined by wages and occupational prestige. Point of entry was defined as "the first time an individual leaves full-time schooling for a continuous period of 17 months or more."

The level of educational attainment was found to have the greatest impact on job quality. Blacks had significantly less schooling than whites, and blacks with comparable amounts of education tended to get less prestigious jobs than whites. Starting wages also depended primarily on level of education, but blacks with lower levels of educational attainment secured jobs more readily. Employment history was relatively stable during the first 2 years of employment, although whites and more highly educated men shifted sooner than other men into new jobs of higher quality. Geographical region of employment affected wages but not job prestige. Family background appeared to influence the level of education rather than future employment *per se*. Blacks in the Armed Forces had significantly higher average job prestige than those in the civilian work force. The job quality of employment during the second year was found to be an excellent predictor of later occupational achievement.

Eight years after entry into the labor force the black-white gap in job quality widened, but educational attainment still exerted the greatest influence on job quality. The prestige and wages of employment at the 8-year mark were also affected by the prestige and wages of the job held at the 2-year point. Prestige continued to be most closely linked with level of education, but wages depended more on experience.

The author concluded that racial and class differences are a function of both institutions and individuals and noted the presence of institutional racism.

4.26 LOYOLA UNIVERSITY
CHICAGO, ILL.

Grant 91-17-71-26

Dr. Ronald G. Ehrenberg, Department of Economics, University of Massachusetts

An Economic Analysis of the Demand for State and Local Government Employees

This study investigated the relationships between increasing salaries of State and local government employees, the amount of full-time State and local government jobs, and the hiring standards or "quality levels" for workers demanded in the public sector.

Using 1958–69 Census Bureau data aggregated on an individual State basis and constructing theoretical models depicting certain State and local budgeting activity, particularly the substitution across different functional categories of employees as their relative wages change, and the employment levels of and services provided by State and local governments, the researcher analyzed the impact of various economic variables on State and local government employment.

The models showed that increasing wages may also raise minimum hiring standards, suggesting that attempts to utilize the public sector as a source of last resort employment for the disadvantaged may be frustrated without appropriate subsidy schemes for the workers. The researcher also concluded that it is not clear that increasing the wages of public employees relative to those in the private sector is the appropriate way to reduce urban government manpower shortages.

Additional findings include: (1) Although State and local government decisionmakers respond to market forces in determining employment levels, these market forces do not appear strong enough to prevent public employees from obtaining substantial wage increases in the future. (2) Population density was positively related to government employment levels in public welfare, hospital, police, fire, and sanitation functions. (3) Educational employment was positively related to the proportion of the population between ages 5 and 17, while public welfare and hospital employment was positively related to the proportion of the population over age 65. (4) Police and fire protection employment appeared to be the most essential government services, while highway, natural resources, and sanitation were the least essential, as evidenced by the relative wage elasticities for these functions. (5) An increase in the average wage of public employees, or a decrease in the value of a unit of service to the public, may decrease the ratio of actual to authorized employment.

4.27 UNIVERSITY OF MISSOURI—ST. LOUIS
ST. LOUIS, MO.

Grant 91-29-71-29

Dr. Sara Smith Sutker, Department of Sociology and Anthropology

Relationships Between Changing Residence Location and Labor Force Performance for Black New Resident Households in an Inner Suburb

For black families in St. Louis, this study investigated the temporal relationship between buying a house and moving from the ghetto to a middle-class suburb and the labor force performance of the head of the household and his wife. Labor force performance was measured by extent of employment, occupational level, and work location at three points in time—a year before the move, at the time of move, and about 2 years later.

Data were obtained from interviews in 1971 with 155 black families who had purchased homes and moved from St. Louis to a suburb during 1969. Demographic data were drawn from a previous analysis of public records. This group represents young and middle-aged blacks who are residentially and socially mobile.

During the 3 years covered by the study, the proportion of household heads employed full-time and more than full-time was about twice the national average for blacks. Three-fourths of the wives were employed—also a high proportion—but the wives' employment rate fluctuated during the study period. There were few changes in occupational level, and the changes were concentrated among husbands, and after the move. Working where opportunities are expanding—in the suburban ring—increased during the 3-year study period with more shifting after the move, especially by wives. One-third of the husbands had been working in the suburban ring prior to the move.

4.28 NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

Grant 91-11-71-05

Dr. Bennett Harrison

Employment of Ghetto Residents: Three Studies on Employment Policy for the Urban Ghetto

This project compared the quality of jobs (hours, earnings, and requirements) currently held by ghetto residents with the quality of alternative positions presently or potentially available in ghetto-located businesses, in State and local public offices, and in urban programs for the development of human resources.

Also explored were the relationships of the quality of jobs and job opportunities to: (1) The distance between home and work; (2) intra-metropolitan residential location; and (3) race.

4.29 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

Contract 81-37-70-18 (formerly 81-34-28, 81-37-68-21, 81-37-69-15)

Note.—This item is one of a series of studies completed under a continuing project (see 4.17).

Dr. John R. Shea, Dr. Sookon Kim, James Murphy, Dr. Roger Roderick, and Joseph M. Davis

Dual Careers, A Longitudinal Study of the Labor Market Experience of Women, Vol. 2

In this, the first followup report on women 30 to 44, the authors examine primarily the changes in labor force and employment status between 1967 and 1969 as related to changes in various personal and family characteristics.

Rates of labor force participation among married women increased noticeably for those who: (1) Had children under 6 years of age in 1967 but not in 1969; (2) had more children in college in 1969 than in 1967; (3) reported in 1967 that they "expected to be working" 5 years hence, rather than "staying home," "going to school," etc. (asked of women not in the labor force in 1967); (4) received training or a degree, diploma, or certificate after the initial survey—education or training which the authors see as a manifestation of an already-strong work commitment; and (5) had white-collar husbands (among white women with children under age 6 in 1967 but not in 1969), possibly suggesting that if child-care facilities were made more easily available, the greatest labor force increases would take place among the relatively well-to-do.

Very few of the married women not in the labor force (less than 1 percent of the whites and only 3 percent of the blacks) reported that their reason for not looking for work was inability to find work. Family responsibilities were mentioned more often than any other reason.

Interfirm mobility was found to be high among those women who, in 1967, were in low-paying or short-tenure jobs or disliked their jobs. Job changers were more likely to have had pay increases than were nonchangers.

4.30 TEMPLE UNIVERSITY PHILADELPHIA, PA.

Contract 81-40-69-20

Dr. Kenneth McLennan and Dr. Paul Seidenstat, Department of Economics

New Businesses and Urban Employment Opportunities

This project investigated the effects of business movement into, out of, and within Philadelphia on employment—particularly on access to job opportunities by inner-city residents—by occupation, type, and characteristics of industry in low-income and high-income sectors of the area. The study also analyzed the geographic concentration of employment by industry in relation to residence of workers and commuting patterns, and factors affecting firms' choice of location.

Data were obtained from firms which, during 1967: (1) Entered or left the central city; (2) changed location within the central city; and (3) entered or left a suburban county within the Philadelphia area. In addition, 1968 employment data were obtained for all firms in the city, by location and industry.

Overall, Philadelphia gained 4,000 jobs from the shifting of businesses into and out of the city in 1967, while ghetto sections lost 450 jobs. Notable overall losses were observed in machinery and chemicals, leather, textiles, and apparels.

Firms entering and leaving were about the same size except in manufacturing, where larger firms were leaving and smaller ones entering. A surprisingly large proportion of entry and exit firms were family-type businesses which did not employ significant numbers of workers.

A major finding is that job opportunities were concentrated within the central core of the city, so that ghetto residents lived close to a substantial proportion of city jobs. However, for some of those who relied on public transportation to work, isolation from major transit routes was a problem that needs further study.

The findings confirmed other evidence that low-income sections of cities do not attract new or expanding firms in most industries. Tax policies, transportation costs, the local labor market, the existence of external economies, and the availability and cost of sites are usually disadvantageous in ghetto areas. Hence, direct assistance which would encourage new businesses to move to the central core of the city or attempt to retain those already in this area must counteract powerful economic forces. Moreover, unless some conditions are attached to assistance programs, there is no assurance that they will reduce unemployment among central-city residents, since many businesses in low-income neighborhoods rely on outside sources of labor. To reduce ghetto unemployment, a selective policy which concentrates on assistance to companies willing to invest in employment and training of disadvantaged workers, similar to the JOBS program, would have possibilities of success, in the researchers' opinion. Furthermore, they recommended that attempts to develop more minority group entrepreneurs should also encourage them to start their new businesses in sections of the city which present the greatest opportunities, not just in the ghetto.

In the city as a whole, future employment opportunities are most attractive in construction, transportation, finance, insurance, real estate services, and government, as well as in small-scale specialized firms in such industries as electrical machinery, food products, and trade.

4.31 TEXAS A&M UNIVERSITY COLLEGE STATION, TEX.

Contract 81-46-68-16

Dr. Paul B. Miller, Department of Economics, School of Business Administration, Wright State University

The Role of Farm Labor Market Institutions in the Lower Rio Grande Valley of Texas

This study analyzed the operation of the farm labor market in the Lower Rio Grande Valley of Texas and the functions of labor market institutions in the Valley. Information on Valley labor problems was gathered through interviews with area residents—community, governmental, agricultural, and labor leaders; farm operators; crew leaders; private labor recruiters; and farmworker household heads.

It was found that crew leaders played a vital role in matching people with jobs, both in the Valley and on the road. To schedule jobs away from the Valley, crew leaders relied heavily on the Annual Worker Plan. In filling orders for out-of-State employers, however, private labor recruiters accounted for over one-fourth of the migrants sent out of Texas in the course of a year. Operating either as company agents or as independent entrepreneurs, the private labor recruiters were regarded as competitors of the Texas Employment Commission (TEC). The TEC's placement facilities were used less frequently by both crew leaders and farm-

workers than by employers, who relied on TEC mainly to satisfy peak seasonal labor requirements.

The lack of nonfarm jobs in the Valley, as well as the limited education and skills of the farmworkers, created severe economic hardships for the workers. The typical farm worker household head was a 45-year-old Mexican American man born in Texas who had completed 1 year of school and done farmwork most of his life. By joining the migrant stream part of the year, he managed to find 30 weeks of employment during 1968; he was unemployed for 13 weeks and out of the labor force for 9 weeks. He earned $1,695 during the year; earnings of other members of his family of six brought total family income to $3,350.

Detailed recommendations for manpower policies that will both improve the potential mobility and expand the employment opportunities of farmworkers were made in six areas: (1) To improve the functioning of the local labor market; (2) to improve the scheduling of work for migrants; (3) to eliminate or control commuters from Mexico; (4) to promote economic development in the Valley; (5) to improve agricultural employment practices; and (6) to encourage permanent migration or resettlement.

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NTIS—PB 191290.

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Productivity Change for Carpenters and Other Occupations in the Building of Single-Family Dwellings and Related Policy Issues

NTIS—PB 203500.

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California, University of, Los Angeles—Paul Prasow and Fred Massarik, No. 81-04-36.

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NTIS—PB 184856.

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Columbia University—Stanley Friedlander, No. 81-34-68-44.

Unemployment in the Urban Core: An Analysis of Thirty Cities with Policy Recommendations

Praeger Publishers, 1972 ($16.50).

4.36

Columbia University—No. 81-34-67-25.

1. Career Changes: Professional and Graduate Students After Thirty-Five by Dale L. Hiestand

Columbia University Press, New York, 1970 ($6.50).

2. The Hard-to-Employ: European Programs by Beatrice G. Reubens

NTIS—PB 193414; Columbia University Press, New York, 1970 ($12); MA—*Special Job Creation for the Hard-to-Employ in Western Europe,* Manpower Research Monograph No. 14, 1970 (summary of two chapters of full report; GPO—50 cents).

3. Men, Money, and Medicine by Eli Ginzberg

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4. The Metropolitan Economy: The Process of Employment Expansion by Thomas M. Stanback, Jr., and Richard V. Knight

Columbia University Press, New York, 1970 ($10).

5. State Development Agencies and Employment Expansion by Alfred S. Eichner

Policy Paper No. 18, Institute of Labor and Industrial Relations, P.O. Box 1567, Ann Arbor, Mich. 48106 ($2.25).

No. 81-36-71-01

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NTIS—PB 191289.

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Concepts and Measurements for Manpower and Occupational Analysis

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4.39

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On Hustling

MA/ORD.

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Michigan, The University of—Kent H. Marquis and Charles F. Cannell, No. 81-24-68-26.

A Study of Interviewer-Respondent Interaction in the Urban Employment Survey

NTIS—PB 188456.

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Missouri, University of, St. Louis—Sara Smith Sutker, No. 91-29-71-29.

Relationships Between Changing Residence Location and Labor Performance for Black New Resident Households in an Inner Suburb

NTIS—PB 209569.

4.48

National Academy of Sciences—National Research Council—Advisory Committee on Problems of Census Enumeration, No. 81-09-70-17.

America's Uncounted People, Report of the Advisory Committee on Problems of Census Enumeration

NTIS—PB 199754; National Academy of Sciences, 1972 ($7.25 hardback).

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Employment of Ghetto Residents: Three Studies on Employment Policy for the Urban Ghetto ("The Distribution and Scale of Industrial and Commercial Activity in the Urban Ghetto," "The Participation of Ghetto Residents in the Model Cities Program," and "Public Sector Wages and the Working Poor")

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1. Career Thresholds, A Longitudinal Study of the Educational and Labor Market Experience of Male Youth

Vol. 1 (1966 survey), by Herbert S. Parnes, Robert C. Miljus, and Ruth S. Spitz

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Vol. 2 (1967 survey), by Frederick A. Zeller, John R. Shea, Andrew I. Kohen, and Jack A. Meyer

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4. Years For Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, Vol. 1 (1968 survey), by John R. Shea, Roger D. Roderick, Frederick A. Zeller, and Andrew I. Kohen

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5. Black-White Differences in Annual Hours of Work Supplied by Males 45–59: A Progress Report, by Karl A. Egge

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6. Determinants of Early Labor Market Success Among Young Men: Ability, Quantity and Quality of Schooling, by Andrew I. Kohen

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7. Determinants of Educational Attainment and Retention in School (Supplementary Report), by John R. Shea and Roger A. Wilkens

NTIS—PB 209625.

8. Determinants of Labor Force Participation of Married Women 30–44 Years of Age, by Sookon Kim

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9. The Impact of Health upon Earnings and Labor Market Activity Of Middle Aged Men, by Joseph M. Davis

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10. A Multivariate Analysis of Some Correlates of Job Satisfaction Among Men Aged 45 to 59, by Edward A. Nicholson, Jr. and Roger D. Roderick

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11. Retirement Expectations of Middle-Age Men, by Herbert S. Parnes and Gilbert Nestel

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Withdrawal from the Labor Force by Middle-Aged Men, 1966–67, by Herbert S. Parnes and Jack A. Meyer

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The Role of Farm Labor Market Institutions in the Lower Rio Grande Valley of Texas

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Vanderbilt University—Aldrich Finegan, No. 91-45-67-19.

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Princeton University Press, Princeton, N.J., 1969 ($18.50).

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Selected Social and Sociopsychological Characteristics of West Virginians in Their Own State and in Cleveland, Ohio

NTIS—PB 192670; West Virginia University Bookstore, Morgantown, W. Va. ($2.50); *West Virginians in Their Own State and in Cleveland, Ohio,* Appalachian Center Information Report No. 3, West Virginia University, Morgantown, W. Va., 1970 (summary).

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NTIS—PB 192689.

- See also projects 3.17, 3.19, 3.23, 3.33, 3.48, 3.52, 3.65, 3.66, 3.73, 3.93, 5.29, 5.32, 5.39, 5.45, 5.48 to 5.50, 5.58, 5.62. See also the following dissertations: 6.1 to 6.3, 6.6, 6.7, 6.10, 6.13, 6.14, 6.17, 6.24, 6.28, 6.30, 6.34, 6.38, 6.40, 6.41, 6.48, 6.53, 6.57, 6.60 to 6.62, 6.64, 6.65, 6.67, 6.69, 6.71, 6.72, 6.76 to 6.78, 6.80, 6.82 to 6.85, 6.88, 6.90, 6.99, 6.105, 6.112 to 6.114, 6.124 to 6.128, 6.131, 6.132, 6.136, 6.137, 6.140, 6.141, 6.149, 6.150, 6.155, 6.158, 6.162, 6.164, 6.168 to 6.170, 6.174, 6.176 to 6.178, 6.180, 6.184, 6.186, 6.190, 6.196, 6.198 to 6.200, 6.202 to 6.204, 6.209 to 6.211, 6.214, 6.216 to 6.218, 6.222.

LABOR MARKET INFORMATION

ONGOING PROJECTS

4.64 CALIFORNIA HUMAN RESOURCES DEVELOPMENT DEPARTMENT
SACRAMENTO, CALIF.

Contract 71-06-72-01

James M. Neto and Marged S. Sugarman

A Systematized Approach to Using Jobseeker Information as a Means of Maintaining a Localized Job Research Information System

The objective of this project is to design a low-cost job-search information-sharing system whereby information obtained by jobseekers in the course of their search for work can be processed for other jobseekers on a continuing basis. The study will attempt to evaluate the quantity and quality of supplemental data that could be put into an automated system, evaluate the possible adverse effects of unsolicited referral of applicants on employer relations, and assess the possible benefits of the system for enlarging the scope of job-search resources available to applicants and aiding in their reemployment.

Pertinent labor market information on specific occupations will be gathered from existing records and packaged by automated equipment in a form appropriate for dissemination to jobseekers. Automated methods will be used to disseminate factual details of the job-search plan to jobseekers to insure that clients are provided with uniform quantities and quality of information. Forms and procedures will be developed for gathering and recording the specific job-search information fed back by jobseekers themselves to validate or update the information in the system and benefit other job seekers. Analysis will be made of the quantity and quality of data obtained in this manner, problems involved, and costs and possibility of use of such a system.

The successful development of a system as described would make it possible for a local employment office to add to its range of services, and by filling the gap between aggregate data on the labor market and specific data for a few firms, would enable the office to offer job-search plans that job-ready individuals can pursue on their own behalf.

Contract period: August 15, 1971, through January 31, 1974.

4.65 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Contract 71-05-70-03

Dr. Margaret Thal-Larsen, Institute of Industrial Relations

Requirements and Design of a Labor Market Information System for a Large Metropolitan Area

The objectives of this project are: (1) To appraise present means of developing and delivering labor market information in the San Francisco Bay area, with primary emphasis on the volume, location, and nature

of current job opportunities and occupational trends; (2) to design a model of a labor market information system (LMIS) that might serve as a prototype for a large, diversified labor market area and develop quantitative criteria for measuring the performance of such a system; and (3) to compare the cost effectiveness of current and feasible future labor market information systems.

Using an interview guide, information was sought from public and private employment agencies, counselors in secondary schools and junior colleges, officials working with the disadvantaged, technical specialists, and representatives of management, labor, government, and other organizations conversant with the various elements of a labor market information system. The kinds of labor market information available were compared with the needs of various users, and criteria developed for identifying essential elements of an LMIS, as a guide to the use of resources in operating the system.

The second phase of the work—the design of a model labor market information system for a major metropolitan area—is examining the data generating sources and delivery systems, including an evaluation of data processing, retrieval, and reporting methods.

Preliminary findings: The researchers found that most desired labor market information falls into the same categories as current job opportunity information—that is, information about jobs, about job prospects and about the resources of the community. Among the noted deficiencies in the present system were blockages in the flow of information within and among agencies and organizations, failure to tailor output to special needs, absence of appropriate administrative mechanisms to insure needed cooperation and joint action, and inadequacy of staffing.

Furthermore, users of labor market information generally needed the same types of data, but assigned different priorities to it; some stressed broad economic and employment trends with short- and long-range occupational forecasts, while others needed specific detailed employment information for subsections of the labor market. Information required by public employment service personnel to perform their functions would satisfy the needs of most other classes of users if this comprehensive body of information were systematized and structured to make available most or all of the elements required by the different user classes. This would require elimination of overlapping contacts with data sources and the establishment of coding, classification and other procedures which would permit participating agencies to share their data and jointly develop data to meet the needs of the various users.

If employment security agencies are to assume leadership in a comprehensive market information system, they must identify their operations which are related to this function and allot funds for a staff of well-trained information specialists which is adequate to respond to the information needs of both the local office and the larger systems. The agencies must also take the initiative for establishing close liaison with organizations and agencies representing the major sources, processors and users of labor market information.

Completion is scheduled for August 1972.

4.66 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Contract 71-34-70-04

Dr. Eli Ginzberg, Conservation of Human Resources Project

The Conceptual Foundations of a Labor Market Information System

This project encompasses three studies to delineate the parameters of a comprehensive labor market information system (LMIS) and recommend new approaches that will aid the Department of Labor in meeting its responsibilities under Section 106 of the Manpower Development and Training Act, as amended in 1968.

1. The first study, "The Conceptual Foundations of a Labor Market Information System," contains three basic units. The first part lays out a conceptual framework in which the "job market," the point at which hiring transactions are consummated, is the central element of a dual flow process: employment on one side, manpower on the other. This view permits the identification of both participants and intermediaries in the market and the tracing of their respective roles in the process. Finally, a general discussion of information and information systems points up the characteristics of several of the existing data series and their shortcomings.

Part two analyzes information needs: (1) The job market is examined in some detail, focusing on the informational and policy implications of its structure and processes; (2) a survey of several employers' practices reveals the kinds of use, nonuse or misuse, made of labor market information; (3) education, particularly higher education, and its need for information as a basis for curriculum planning are examined; (4) the information needs of individuals and agencies involved in ca-

reer guidance and the transition of youth to the world of work are considered; and finally, (5) the focus shifts to the needs of Federal policy makers.

Part three summarizes the conclusions and presents the recommendations of the study. The severe limitations and impracticality of thinking in terms of a monolithic, "comprehensive," total system for labor market information is pointed out. Recommendations are made for a series of improvements at both the local and national levels.

Two exhibits complete the report: (1) A listing of major programs currently maintained by the Bureau of Labor Statistics; and (2) a listing of the participants of the Labor Market Information System Conference, held in June 1971, whose advice and comments were solicited in this study.

2. The second study focuses on public expenditures for human resources, with the goal of developing a more effective technique for allocating government funds among alternative human resource programs. The research focuses on the City of New York, and four major subsystems within the City's human development, or anthropogenic, system: (1) The family back-up system; (2) the educational system; (3) the health delivery system; and (4) the income transfer system.

The first phase of the study analyzes the trend of expenditures within the four subsystems over the past 10 years. The objective is to develop a program budgeting format for human resource development expenditures by large cities and to determine the relative importance of the various programs against the backdrop of a decade's expansion of these programs.

The second phase attempts to establish performance criteria for each of the four separate subsystems. Current measures of performance are examined critically, and alternatives explored, to determine what types of additional information would have to be collected for a satisfactory measure of performance by public and private agencies operating in each of the four subsystems.

The third and final phase explores the interrelationship between the four major subsystems, to identify the external benefits which can be expected from increased expenditures on programs in any one of the four major subsystems. The identification of these external benefits, it is hoped, will provide the basis for better budgeting decisions.

3. The third study involves four probes into the means, costs and benefits of strengthening a metropolitan manpower information system.

The first exploration focuses on the potential of improved labor market information for strengthening planning and policymaking by local government, employers, and other large organizations (trade associations, trade unions). The primary focus is on the nature of the decisionmaking process by which New York City attempts to solve its most basic economic and manpower developmental problems, and the function information plays in this process.

The second probe analyzes the role of labor market information in the provision of employment-related aids and services to institutionalized populations such as inmates of correctional institutions and detention centers and patients in mental hospitals.

The third part concerns the information needs of individuals who are not firmly established in a job and effective means of transmitting information to them. Based on intensive interviews with mothers returning to work, veterans of Vietnam, youth and blacks, it is an attempt to discover the extent to which job search is restricted by both actual labor market barriers and self-imposed limitations.

The fourth section of the study focuses on the match between the supply of labor and the skill needs of the local labor market. Four areas are to be covered: an inventory of public and private secondary and post-secondary education and training institutions in New York City; an inventory of labor market information; an analysis of the fit between supply and demand of labor skills in selected occupational categories; and an analysis of the relative role of labor market information in determining skill or curriculum offerings in selected education and training institutions in New York City.

Completion of the project is scheduled for June 1973.

4.67 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-34-69-30

David Moore, New York State School of Industrial and Labor Relations

Development of an Industrial Relations Information Service (IRIS)

This project, for which major financial support is provided by industrial relations centers at 14 universities, is developing and bringing to a fully operational level a comprehensive information system in industrial relations to serve scholars and professionals in universities, private industry, government, and labor. Liaison is being sought with related information systems, such as

the U.S. Office of Education's Educational Resources Information Center, the Smithsonian Science Information Exchange, and the Central Library and Documentation Branch of the International Labor Office in Geneva.

This project builds on the findings of a feasibility study partially supported by an earlier Manpower Administration grant. In addition, the present project continues earlier research in techniques of indexing and abstracting services and of packaging and delivering industrial relations information.

Completion is scheduled for July 1973.

4.68 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 71-25-71-01

Dr. John T. Dunlop, Dean of the Faculty of Arts and Sciences, and Dr. Daniel Quinn Mills, John F. Kennedy School of Government

Feasibility Study of a Computer-Based Employment Information System for the Construction Industry

This exploratory study is attempting to develop a computer-based labor market information system which will assist in reducing unemployment and skill shortages in the construction industry. Based on an intensive analysis of two to four crafts, including those that use the exclusive referral or hiring-hall arrangement, and crafts that use an information network of personal contacts for hiring, the study will: (1) Examine the feasibility of using computers for facilitating movement of men among construction jobs; (2) establish the functional requirements of a computer-based system; (3) design such a system to a stage short of implementation, including design of reporting forms and procedures, specification of a data processing system, estimating the cost of the system, and obtaining cooperation of affected organizations; and (4) analyze the institutional impediments or objections to a computerized job-man matching system and seek to develop and describe institutional arrangements which will facilitate the use of such systems.

Completion is scheduled for July 31, 1972.

4.69 DR. LOUIS LEVINE
WASHINGTON, D. C.

Contract 71-11-72-05

Labor Market Information for Local Delivery of Manpower Services

The principal objective of this study is to prepare a conceptual statement specifying the scope and character of a local labor market information (LMI) program specifically designed to meet the operating requirements of local manpower programs and to support the delivery of manpower services locally. This statement will provide a comprehensive and interrelated review of the experience, the problems, including the kinds of local LMI needed together with such considerations as detail and frequency, the possible producers and the consumers of such data, and the uses to which such information will be put in local programs.

A review will be made of studies, surveys, investigations, or reports on the subject since 1965. Information and views needed for the preparation of the final report are to be obtained locally—though they may be analyzed and discussed at administrative levels beyond the locality.

Field inquiries and interviews are to be limited to three or four local areas, selected in consultation with the Manpower Administration. The nature of the inquiries and interviews, particularly the subject matter content, will be determined in advance in consultation with a Technical Advisory Task Force—made up of representatives from the Office of Policy, Evaluation, and Research and the U.S. Employment Service. Some time in each locality will be devoted to onsite observation of operating activities and procedures as they bear on either the creation or consumption of local LMI.

Contract period: March 15, 1972, through September 15, 1972.

4.70 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Contract 71-25-71-02

Dr. Charles A. Myers, Department of Economics

Labor Market Information Systems and the Disadvantaged

This project consists of two related investigations of the operation of the labor market as it affects the disadvantaged. One is an exploration of the ways in which disadvantaged persons gain access to job opportunities in the primary labor market—in large organizations offering steady employment, relatively high wages, and the prospect for further training and advancement—in contrast to the casual, low-paid, or dead-end jobs available to them in the secondary labor market. The second

is a study of the effectiveness of recruitment media used by large firms in the primary labor market.

Questions to be answered include. To what extent do large firms use referrals by present employees, direct advertising through newspapers, radio, or TV, and walk-in applicants? What are the ports of entry into their occupational hierarchy? How much progression takes place from within, by job posting or other selected methods? To what extent are entry-level job openings filled by referrals from such agencies as schools, private employment agencies, the Federal-State employment service, and federally financed manpower programs and services (including programs under contracts with private sponsors, such as the Urban League and Opportunities Industrialization Centers)? Why do officials in these firms use specified recruitment channels for different occupational levels within the firm? Do these channels differ among industries?

Methods to be used will include participant observation, surveys, interviews, and experimental and control groups.

Completion is scheduled for June 1973.

4.71 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICHIGAN

Contract 71-24-70-02

Dr. Malcolm S. Cohen, Department of Economics

Planning and Conceptualization of a Labor Market Information System

This project, one of several being conducted to develop the comprehensive labor market information system (LMIS) which the Congress directed the Department of Labor to establish, concerns the generation and dissemination of statistics needed by Federal, State, and local LMIS users.

In the first phase of this project, the needs of labor market users and the major data bases were identified, many segments of the data were set up for computer retrieval, and the effectiveness of the data bank was evaluated.

Building on that work, the project has entered its second phase, in which additional data are being developed, a model is being constructed and tested which can provide answers to various policy questions, and users are being trained in the techniques employed and users of the data for area manpower planning. The additional data include new labor market indicators, such as information on the interaction between supply and demand, the determinants of job changing, and ways of obtaining information on job changing, as well as the expansion and implementation of various data bases for Denver, Detroit, and Milwaukee, where some data were obtained in the first phase of the project. The model which is being constructed will permit questions to be posed about the management of the employment services; the determinants of labor supply, labor demand, and job changing; and the use of various types of labor market intermediaries in a local labor market.

All data are being stored in the Michigan Computer Center, thus permitting selected users instant access, through use of the telephone and computer terminal, to a variety of manpower data useful for policy and program decisions. An advisory council consisting of representatives of the Manpower Administration's Office of Research and Development, the Office of Financial Management Information Systems, the United States Employment Service, and the local ES director of reports and analysis (R&A) in each of the cities has been set up to advise on research directions and priorities and to assure that operational needs of the Manpower Administration will be reflected in the project.

In order to more fully exploit this research, a decision was made to undertake one experiment in each of the three cities involved and one at the regional and one at the national levels. The projects were developed by the researcher and the three R&A directors in consultation with the advisory committee.

Completion is scheduled for August 1973.

4.72 NATIONAL BUREAU OF ECONOMIC RESEARCH, INC. NEW YORK, N.Y.

Contract 71-36-71-03

Dr. Samuel S. Bowles, Richard Edwards, David Gordon, Michael Reich

Implications of Labor Market Stratification for the Labor Market Information System

In the light of recent research suggesting the existence of two labor markets—a primary, high-wage, stable-employment market and a secondary, low-wage, unstable-employment market—this project seeks firmer knowledge of labor market stratification and what this may imply for the design and operation of a labor market information system. Using data from a variety of sources, including the urban employment surveys of the Bureau of Labor Statistics, the longitudinal studies of labor market behavior by The Ohio State University (see 4.17), and historical case studies of local

labor markets, this project will test a variety of hypotheses about the boundaries, characteristics, and evolution of stratification in the labor market.

Completion is scheduled for March 1973.

4.73 OREGON BOARD OF EDUCATION
SALEM, ORE.

Contract 82-41-72-03

Bruce McKinley

A Career Information Center for the State of Oregon

This project will develop a model interagency Career Information Center (CIC) to provide effective dissemination of current career and labor market information in forms which are meaningful to individual students and clients and are integrated into schools and social agencies in the State of Oregon.

The contractor is providing consulting services to assure that the information systems will be useful to agencies and that the information is integrated into instructional and counseling programs. Communication and cooperation links are being developed between the CIC and participating agencies and schools.

After a demonstration in selected pilot areas, the contractor will evaluate and refine the CIC services to produce maximum adaptability to all possible users in the State.

Contract period: August 15, 1971, through February 15, 1973.

4.74 PURDUE RESEARCH FOUNDATION
LAFAYETTE, IND.

Grant 91-18-72-19

Dr. Joseph C. Ullman, School of Industrial Management

The Effectiveness of the Mailed Applicant-Opening Matches as a Placement Device and as Labor Market Information

This is an appraisal of the National Registry of Engineers, a service which collects job orders from employers and applications from scientists and engineers, matches them by computer, and mails the resulting referral profiles to appropriate employers. The registry, established by the Manpower Administration in Sacramento, Calif., in late 1970, has no further involvement in negotiations after the mailings and no way of knowing their outcome. This study is attempting to ascertain the proportion of mailings that result in actual placement, the degree to which the mailings provide participants with useful labor market information (do employers, for example, benefit from knowing what sorts of people are available, apart from their immediate hiring needs?), and the types of applicants who are being aided by the system. Data are being gathered from registry files and from mail questionnaire returns from a representative sample of employers and applicants involved in the 4,000 referral profile mailings the registry made in its first 6 months of operation.

Completion is scheduled for September 1972.

4.75 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Contract 71-53-70-01

Dr. George P. Huber, Department of Business and Industrial Engineering

Job Bank: A Case Study of a Manpower Program

This study analyzes the performance of job banks—a computer-assisted system of job-order development, distribution, and control, set up in selected offices of the employment service as part of the comprehensive labor market information system required under the 1968 amendments to the Manpower Development and Training Act. The system provides all counselors and placement interviewers in the State employment service and cooperating agencies within a given metropolitan area with daily listings of job openings known to the employment service or these agencies.

Performance data were collected from many job banks and analyzed to assess their implications for decisions on the direction and structure of the program. In addition, the researcher has been feeding back his findings to job bank administrators and analyzing the effects of this feedback on decisions by the administrators.

Preliminary findings: It was found that job banks did not improve the efficiency of matching man and job in comparison with the manual system. The job banks may have improved the chances that a disadvantaged applicant would be placed, but not his access to better jobs.

The feedback of performance data and recommendations led job bank administrators to change some operations. For example, recommendations concerning specialization of order-taking and referral units, increased emphasis on employer relations, interviewer access to openings, and emphasis on first-day service, were trans-

mitted to State employment security agencies for implementation.

Completion is scheduled for August 1972.

4.76 UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Grant 91-47-69-64

Dr. Garth L. Mangum, Human Resources Institute

Tracing the Development of a Statewide Automatic Data Processing Employment Security System

As a guide for instituting computerized systems to match men and jobs, this project traces the introduction by the Utah Department of Employment Security of an automatic data processing system to handle managerial, unemployment insurance, and placement functions on a statewide basis. Interviews were conducted with involved Federal and State officials and employees of the computer company. In addition, the applications of a sample of persons seeking jobs through the employment service were followed through the system.

Completion is scheduled for September 1972.

4.77 YONKERS PUBLIC LIBRARY
YONKERS, N.Y.

Grant 92-36-72-30

Grinton I. Will

Job Information Center

This project will establish a job information center in the public library where job seekers can obtain a wide selection of job listings and associated materials at no charge. Information will include classified sections from all local newspapers and job listings from public agencies—New York State Employment Service, National Alliance of Businessmen, Manpower Opportunity Center, Chamber of Commerce, and the Cooperative Area Manpower Planning System—as well as from two large private employment agencies. Included in the center will be referenced texts on every aspect of finding a job.

A follow-through on the success (or lack of success) of the jobseeker in finding a job will be provided through a prepaid postcard, listing personal characteristics of the jobseeker, name and type of company hiring him, and type of job.

Grant period: May 30, 1972, through June 30, 1973.

COMPLETED PROJECTS

4.78 OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, RESEARCH FOUNDATION
STILLWATER, OKLA.

Contract 81-38-69-19

Dr. David W. Stevens, School of Business and Public Administration, University of Missouri—Columbia

An Experimental Labor Market Information Program to Encourage Self-Initiated Job Search by Selected Registrants with Public Employment Service Offices

This report describes a program designed to improve information delivery systems in public employment service offices.

Unemployed males registered during 1970 with the Cleveland industrial occupations office of the Ohio Bureau of Employment Services (OBES) were studied. Detailed information pertaining to job search behavior and success prior to and up to 13 weeks after registration with OBES was obtained through interviews and mailed questionnaires. In addition to the usual service, 50 percent of the target group were provided with supplemental (experimental) job market information.

Extensive cross-tabulation and regression analysis did not substantiate the direct effectiveness of this attempt to assist job search efforts. The description of the actual methods of job searching utilized by the subjects of this study and the most successful methods is felt to be of interest in its own right.

REPORTS

4.79

Oklahoma State University of Agriculture and Applied Science, Research Foundation—David W. Stevens, No. 81-38-69-19.

An Experimental Labor Market Information Program to Encourage Self-Initiated Job Search by Selected Registrants with Public Employment Service Offices

NTIS—PB 204594.

4.80
Yale University—Robert S. Goldfarb and Daniel Hamermesh, No. 91-07-69-48.

A "New" Approach to Local Labor Market Analysis: A Feasibility Study

NTIS—PB 193098; "Manpower Programs in a Local Labor Market: A Theoretical Note," *The American Economic Review*, September 1970, pp. 706–709.

• See also projects 5.43, 5.68, 5.83, 5.101.

LABOR MARKET PROCESSES

(Includes employer and union policies and practices, job search behavior, discrimination; see also Chapter 2. Other Manpower Development Programs—Apprenticeship and Private Manpower and Development Programs and Practices and Chapter 3. Target Groups of Manpower Programs—Racial (Ethnic) Minorities)

ONGOING PROJECTS

4.81 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 81-11-71-16

Arnold Strasser, Division of General Compensation Structures

A Study of Private Pension Plan Provisions Giving Rise to Involuntary Retirement

This study is examining the nature and the extent of private pension plan provisions that may give rise to involuntary retirement, thus establishing a framework for future studies of the operation of such provisions and their impact on workers. The study was undertaken in response to the requirement in section 5 of the Age Discrimination in Employment Act of 1967 that the Secretary of Labor investigate possible discrimination in employment based on age and advise the Congress on appropriate legislation.

Completion is scheduled for December 1972.

4.82 THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK, ALBANY
ALBANY, N.Y.

Grant 91-36-71-41

Dr. Howard G. Foster, School of Management

The Development and Utilization of Manpower Resources in the Homebuilding Industry: A Local Survey of Contemporary Practices

This project is examining labor market practices in homebuilding and comparing them with those in the much more extensive commercial sector of the construction industry. It explores questions in four specific areas: (1) The nature and efficiency of the hiring process in matching workers with available jobs; (2) the nature and pattern of differentials in wages and benefits between homebuilding and commercial construction and how they are maintained; (3) the characteristics, effectiveness, and potential for improvement of training practices in the absence of union-administered apprenticeship programs; and (4) the extent and impact of seasonality on all aspects of the market mechanism.

The researcher is interviewing 250 builders and subcontractors (for electrical, plumbing, heating, painting, carpentry, masonry, plastering or drywall, roofing, cement work, and excavation services) in the Buffalo, N.Y., area. Supplementary information is being obtained from spokesmen for the homebuilding industry in other selected metropolitan areas in the Northeast.

Completion is scheduled for July 1972.

4.83 OIC—CHARLOTTE BUREAU TRAINING PROGRAMS, INC.
CHARLOTTE, N.C.

Contract 42-8-004-35

Improvement of Employer Selection Methods for Job Hire

This project has explored the feasibility and assessed the value of work-sample methods as a "tool for employer use" in identifying disadvantaged job applicants who can perform satisfactorily in a job for which they fail to meet standard selection tests and other screening procedures for hiring. The contractor compared the job performances of: (1) Disadvantaged persons hired by employers because they passed standard employment selection tests and other screening procedures; and (2) disadvantaged persons who failed to meet such selec-

tion criteria but were hired by the same employers on the basis of satisfactory performance of work-sample tasks.

Contract period: April 1, 1971, through July 31, 1972.

4.84 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Contract 82-48-71-18

Dr. F. Ray Marshall, Department of Economics

A Comparison of Persons Who Have Achieved Journeyman Status Through Apprenticeship and Other Means

This study is examining the process by which workers gain entry into building trades unions and achieve journeyman status, with emphasis on those who do not serve apprenticeships. Variations in the process, and reasons for the variations, are being analyzed by city, craft, and union to develop recommendations which can help establish a process which recognizes the legitimate interests of all parties—unions, the public, minority groups, and employers.

The first phase of the study tested the feasibility of finding information on the processes by which workers gained entry into selected construction unions in Atlanta, Austin, and New York City. Employers, union leaders, union members, civil rights leaders, educators, and other knowledgeable persons were interviewed on such subjects as the admission and certification process, the history of current procedures, the role of the international unions in determining the procedures, and changes in the process occasioned by market fluctuations. A sample of journeymen and workers on permits for each selected craft in each city were interviewed to learn how they gained admission to the union and became journeymen.

After successful completion of the pilot phase, the study was expanded to cover five additional cities. Inclusion of these cities, with different labor market conditions, extent and history of unionism, and industry structures, should expand insights into the processes and standards for admission of applicants to unions as journeymen.

Completion of the project is scheduled for January 1973.

COMPLETED PROJECTS

4.85 ATLANTA UNIVERSITY
ATLANTA, GA.

Grant 91-11-69-33

Dr. David E. Kidder and Dr. Alice E. Kidder, Center for Manpower Studies, School of Business

Negro and White Perception of Company Employment Policy in the South

This exploratory study was designed to test the hypothesis that an employee's behavior is conditioned by his expectations of rewards for different courses of action and by his understanding of the employer's expectations for him. The analysis centered on comparisons for black and white employees in professional/managerial positions.

Data for black employees were obtained through interviews in large Atlanta firms during 1969 and 1970. Those for white employees and employers were taken from other studies.

The black professional/managerial employees sampled were more confident of advancement than whites but were more likely to reject external mobility in favor of internal mobility. Those blacks most confident of advancement were more likely to be most suspicious of management's racial attitudes and to cluster in firms where positive integration policies were effective and well understood throughout the organization. However, further tests of the hypothesis were advocated.

4.86 BOSTON UNIVERSITY
BOSTON, MASS.

Contract 51-23-70-04

Robert Chin

Impact upon the Organization of Hiring the Disadvantaged: Report of a Study of Two Companies

This study assessed the impact on the organization of two company programs to employ disadvantaged and minority persons. It examined the ways in which organizational processes, organizational relationships, and employee attitudes were affected by different features of the programs.

Data were obtained from management and employees of a large service company and a large manufacturing company through observation, interviews, and questionnaires.

The report describes management and employee forces which prompted and shaped the programs, the development and execution of the programs, the organizational consequences of events which occurred and changes in attitudes of company personnel.

Extensive recommendations for the development and management of such programs are presented.

4.87 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-23-69-17

Dr. John T. Dunlop, Dean of the Faculty of Arts and Sciences, and Dr. Daniel Quinn Mills, John F. Kennedy School of Government

Manpower Development and Utilization in the Contract Construction Industry

This comprehensive appraisal of the construction industry's capacity to prepare for projected changes in its manpower requirements focused on the need to modernize the industry's training system. Problems explored included the relationship between seasonality and the continuity of training programs; the costs and data needed for developing techniques of manpower forecasting and work scheduling to improve the use of manpower; and informal methods of entry into the construction trades for minority workers.

The following are the study's major findings and recommendations:

The role of government in the labor market should center on assisting and supplementing private actions of employers and unions in such areas as providing data, technical assistance, and funds to improve manpower projections and planning mechanisms both on a national and local basis.

Lacking better information and mechanisms, planning in construction remains decentralized and largely limited to apprenticeship programs.

A balance sheet for the industry's estimated manpower requirements and anticipated flows of manpower implies that increases in apprenticeship and other formal training are offset by assumed reductions in informal entries into the industry.

Prospective increases in formal training stem from two sources. Some trades, e.g., operating engineers and ironworkers, are giving increased attention to formalizing training for skills hitherto learned primarily through informal methods. And, in efforts to increase minority group participation, most unions are considering the establishment of formal training mechanisms outside of apprenticeship programs.

The low average number of hours worked in construction results from seasonality, changes in the composition of demand, fluctuations in the volume of work available in local labor markets, and an uneven distribution of available work among craftsmen in a trade in a particular area. Stabilization of the work flow is critical to improving manpower utilization. However, stabilization can be achieved only when owners, public and private, are convinced of the merits of establishing priorities for work and of developing scheduling mechanisms.

Improving and expanding the vocational education system is an apt scheme for supplementing the apprenticeship process. Such efforts, with adequate government funding and industry involvement, should increase the exposure of youth to the crafts and shorten the period of on-the-job training necessary to become a journeyman.

REPORTS

4.88

Atlanta University—David E. Kidder and Alice E. Kidder, No. 91-11-69-33.

Negro and White Perception of Company Employment Policy in the South

NTIS—PB 201290.

4.89

Boston University—No. 51-23-70-04.

Impact Upon the Organization of Hiring the Disadvantaged: Report of a Study of Two Companies

NTIS—PB 205306.

4.90

California, University of, Berkeley—Margaret S. Gordon and Margaret Thal-Larsen, No. 81-05-67-24.

Employer Policies in a Changing Labor Market—Report of the San Francisco Bay Area Employer Policy Survey

NTIS—PB 188051; "Changing Employer Policies in a Large Urban Labor Market," *IRRA Proceedings*, Winter 1968, pp. 248–256.

4.91

Columbia University—Cynthia Fuchs Epstein, No. 91-34-68-26.

Social Factors Affecting Utilization and Mobilization of Trained Personnel in Elite Occupations

Woman's Place: Options and Limits in Professional Careers, University of California Press, Berkeley, Calif. 94720 ($2.45); "Encountering the Male Establishment: Sex-Status Limits on Women's Careers in the Professions," *American Journal of Sociology*, 75, May 1970; *Women and Professional Careers: The Case of the Woman Lawyer*, University Microfilms, 300 North Zeeb Road, Ann Arbor, Mich. 48102.

4.92

Harvard University—Peter B. Doeringer and Michael J. Piore, No. 81-23-66-22.

Internal Labor Markets and Manpower Analysis

NTIS—PB 193079; D.C. Heath and Company, Lexington, Mass., 1971 ($3.95).

4.93

Harvard University—John T. Dunlop and Daniel Quinn Mills, No. 81-23-69-17.

Manpower Development and Utilization in the Contract Construction Industry

NTIS—PB 209263 ($5.45); *Industrial Relations and Manpower in Construction*, Heath-Lexington Books, Cambridge, Mass., 1972.

4.94

New York University—Daniel E. Diamond and Hrach Bedrosian, No. 81-34-66-25.

Industry Hiring Requirements and the Employment of Disadvantaged Groups

NTIS—PB 191278; MA—*Hiring Standards and Job Performance*, Manpower Research Monograph No. 13, 1970 (GPO—50 cents).

• See also projects 1.106, 3.9, 3.12, 3.93, 4.9, 5.42, 5.71, 6.4, 6.11, 6.20, 6.22, 6.23, 6.27, 6.29, 6.32, 6.35, 6.37, 6.39, 6.49, 6.50, 6.52, 6.55, 6.63, 6.110, 6.111, 6.116, 6.156, 6.189, 6.194, 6.195, 6.197, 6.219.

QUALITY OF WORK AND WORKER ATTITUDES

ONGOING PROJECTS

4.95 AMERICAN INSTITUTES FOR RESEARCH
SILVER SPRING, MD.

Contract 81-11-72-11

Dr. Albert S. Glickman

Changing Schedules of Work: Patterns and Implications

The objectives of this project are: (1) To collate and critically examine research and experiential data regarding the establishment of different schedules of working hours, including their effects on the individual worker and his family, the employer, and the labor force; (2) to develop a conceptual and decisionmaking framework for policymakers in government, industry, and the labor movement; and (3) to advance a research and development plan designed to repair gaps in current knowledge and test alternative arrangements of work and leisure time.

Completion is scheduled for November 30, 1972.

4.96 AMERICAN JEWISH COMMITTEE
NEW YORK, N.Y.

Grant 92-36-72-23

Dr. Jules Cohn, Institute of Human Relations

Organizational Experiences and their Effects on the Attitudes of Employees, Including the Disadvantaged, Toward Work

This project will review, synthesize, and analyze the available information on the meaning of work and the attitudes of employees, including the disadvantaged, toward work. A "state-of-the-art" paper will be prepared from ongoing and completed research and development (R&D) work, mainly but not exclusively sponsored by the Office of Research and Development, on how the nature of the workplace can shape, change, or guide employees' life goals, as well as how different organizational styles influence employees' attitudes toward their jobs.

A draft of the paper will be discussed at a seminar for researchers and investigators whose work has been

reviewed, as well as potential users of the paper, before the final report is prepared.

Grant period: July 1, 1972, through February 28, 1973.

4.97 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Contract 81-06-72-09

Dr. Louis E. Davis, Graduate School of Management

Annotated Bibliography of Research, Interventions, and Experience in Enhancing the Quality of Working Life

This project is designed to satisfy a growing and well-established need for a comprehensive and up-to-date compilation of professional and business literature concerning strategies for improving the quality of work and working life. Its end-product, an annotated bibliography of books, articles, and research reports (published and unpublished), will constitute an information source of value to researchers, policymakers, and practitioners in government, private industry, and academic life.

Completion is scheduled for January 1973.

4.98 HOWARD UNIVERSITY
WASHINGTON, D.C.

Grant 91-09-70-36

Dr. Martha T. Mednick, Department of Psychology

Motivational and Personality Factors Related to Career Goals of Black College Women

This study of occupational choice among Negro college women is examining variations in occupational choice and levels of career commitment and achievement motivation between black college women today and those surveyed 5 to 10 years ago by various researchers. Questionnaires and tests to measure achievement motivation, fear of failure, originality of occupational choice, career commitment, perceptions of femininity, and militancy are being administered to samples of black college women from a predominantly black university, an integrated urban university, and an integrated rural college.

Completion is scheduled for November 1972.

4.99 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 92-26-72-35

Stanley E. Seashore, Robert P. Quinn and Edward E. Lawler

Effectiveness in Work Roles

This study is designed to answer two questions which have been plaquing both the producers and users of research on worker attitudes and job satisfaction—one substantive and the other methodological. Of primary concern is the specification of the behavioral consequences of work attitudes to the worker, the organization that employs him, and society generally. On the methodological side, the study aims to determine: (1) The extent to which workers' reports of the character and quality of their jobs accurately portray the "true" conditions of their employment, and (2) the validity of workers' descriptions of their job behaviors (productivity, turnover, absenteeism).

The objectives of phase I of the study will be accomplished through analyses of data collected from approximately 500 workers representing the entire workforce of a single organization. Data will be obtained through personal interviews, questionnaire, workplace and behavioral observations, supervisory and peer ratings, and company records. The proposed second phase of the research will involve a replication of the phase I study in the same organization as a test of the stability of findings and a parallel replication in a second and markedly dissimilar organization as a test of their generalizability. This design will also permit judgments of causality in relationships between working conditions and effectiveness, the measurement of the impact of episodic and transient events on worker attitudes and behaviors, and the investigation of adaptive responses over time.

Grant period: June 15, 1972, through June 15, 1973.

4.100 WAYNE STATE UNIVERSITY
DETROIT, MICH.

Grant 91-24-68-29

Dr. Robert A. Mendelsohn, Department of Psychology

The Personality and Attitudinal Characteristics of Career and Homemaking Oriented Women

This investigation of personality characteristics, conceptions of masculine and feminine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities. A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers and between these two groups and the men.

Completion is scheduled for December 1972.

4.101 THE UNIVERSITY OF WISCONSIN
MILWAUKEE, WIS.

Grant 91-55-72-27

Dr. Alvin W. Wolfe, Department of Anthropology

Social Network Effects on Employment

This study attempts to find out how a person's social relationships influence his employment status and job satisfaction. Two groups of 20 subjects each—18–25 year old male high school graduates matched by ethnic background—constitute the sample. In one group, the subjects, whether or not employed, have indicated dissatisfaction with their employment status by actively seeking jobs; those in the second group are sufficiently content with their present jobs to forego actively seeking new ones.

Through interviews with the subjects and their friends, family, and associates, the investigator is collecting data to describe and compare the characteristics of the personal social networks of people in contrasting employment situations.

Completion is scheduled for June 1973.

COMPLETED PROJECTS

4.102 BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Contract 81-11-72-06

Work Attitudes of Poverty Area Residents

Using data gathered by the Bureau of Labor Statistics through household interviews, this study examined the attitudes toward work, employment, and life of poverty area residents in six cities. The analysis focused primarily on attitudes of respondents in Atlanta and Detroit, where data were also collected in nonpoverty areas, permitting characterization of each city as a whole. Variables analyzed included job and life satisfaction, perception of employment discrimination, future job expectations, and personal efficacy. In addition to determining the demographic correlates of the attitudes measured, the study also contrasted Atlanta and Detroit, and made limited comparisons among the six poverty areas.

The final report is to be completed in late 1972.

4.103 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-15

Joseph Veroff, Robert Hubbard, and Kent Marquis, Survey Research Center, Institute for Social Research

Components of Achievement Motivation as Predictors of Potential for Economic Change

The major goal of this methodological research was to identify and validate measures of components of personal achievement orientations that can be used in job training programs.

Using a special matched-sample, quasi-experimental research design, four groups of men from the Muskegon Area Skills Center were interviewed and tested: Those applying, those just entering, those about to complete training, and those in the labor market for at least 6 months after graduation. Answers to test items on personal achievement orientations were grouped into scales according to: (1) Theoretical ideas about "dimensions" of or "settings" for achievement orienta-

tions; (2) evidence of a systematic relationship between answers and either training or labor market conditions; and (3) high levels of internal consistency, measured by cluster analysis.

The effectiveness of each scale as a measure of a component of personal achievement orientation was evaluated against four main criteria: (1) High levels of internal consistency; (2) average score differences between groups conforming to hypothesized patterns (separately for motive and expectancy scales); (3) positive associations with experimentally controlled achievement-related behavior; and (4) a positive relationship with the projective resultant motivation index (the principal measure of achievement orientation used in past research). Four scales met all criteria and 14 others met at least two criteria, indicating that further development of these measures is warranted.

Four measures meeting the major evaluation criteria—total earned income, wage rate, weeks of employment, and job search activity—were used to analyze the effects of achievement orientations on job success. Results indicated that labor market conditions, inferred from unemployment rates in the Muskegon area, acted as a critical mediating variable in the relationship of personality (such measures as the motive to avoid failure, the motive to succeed, and general expectations) to the economic indexes. Contrary to other studies, high specific expectations about training and jobs decreased with duration of training and were negatively related to job success.

The report makes suggestions for applying the findings to job training programs, and advocates development of a more complete model of personal achievement orientations based on longitudinal, rather than cross-section, data for predicting trainees' job success under various labor market conditions.

REPORTS

4.104

Bowling Green State University—Robert M. Guion, Nos. 91-37-66-71 and 91-37-67-39.

The Meaning of Work and Its Relation to the Development of the Motivation to Work

NTIS—PB 198580.

4.105

Massachusetts Institute of Technology—Jon M. Shepard, No. 91-23-69-34.

Technology, Division of Labor and Alienation from Work

NTIS—PB 191258; "Functional Specialization, Alienation, and Job Satisfaction," *Industrial and Labor Relations Review*, January 1970, pp. 207–219; *Automation and Alienation: A Study of Office and Factory Workers*, The MIT Press, Cambridge, Mass., 1971.

4.106

Michigan, The University of—Joseph Veroff, Robert Hubbard, and Kent Marquis, No. 91-24-70-15.

Components of Achievement Motivation as Predictors of Potential for Economic Change

NTIS—PB 202824 (vol. 1); PB 202825 (vol. 2, appendices).

4.107

New York University—Raymond A. Katzell, Robert B. Ewen, and Abraham K. Korman, No. 41-8-006-34.

The Job Attitudes of Workers from Different Ethnic Backgrounds

NTIS—PB 194777.

4.108

Purdue Research Foundation—William K. LeBold and Donald A. Wood, No. 91-16-68-36.

A Multivariate Analysis of Engineering Job Satisfaction

NTIS—PB 197738; "The Multivariate Nature of Professional Job Satisfaction," *Personnel Psychology*, Summer 1970, pp. 173–189.

4.109

Rochester, University of—Dean H. Harper, Nos. 91-34-66-48 and 91-34-67-53.

The Relationship of Migrant Workers' Attitudes and Behavior to Their Work Environment

NTIS—PB 199772.

• See also projects 1.184, 1.196, 3.22, 3.57, 3.60, 3.69, 4.9, 4.51, 4.85, 4.88, 4.99, 6.5, 6.12, 6.15, 6.44, 6.51, 6.54, 6.59, 6.66, 6.68, 6.73, 6.74, 6.86, 6.87, 6.100, 6.104, 6.106, 6.109, 6.115, 6.120 to 6.123, 6.161, 6.175, 6.183, 6.188, 6.193, 6.205, 6.215, 6.223.

5. MANPOWER POLICY AND PROGRAM ADMINISTRATION

DEVELOPMENT OF MANPOWER INSTITUTIONS

(Includes Experimental Manpower Laboratories, employment service delivery capabilities)

ONGOING PROJECTS

5.1 CALIFORNIA STATE ASSEMBLY, OFFICE OF RESEARCH SACRAMENTO, CALIF.

Contract 82-05-70-25

Experimental Analysis of California's Job Agent System

This project is assessing the impact and effectiveness of California's new "job agents" (the unique personnel resource and manpower function established by the State's 1968 comprehensive manpower legislation) in meeting the needs of disadvantaged persons who are not job ready and require intensive services to develop their employment potential and find jobs.

The analytical design was developed in the project's initial 6 months after extensive examination of the current work of about 140 job agents at eight of California's Department of Human Resources Development multiservice centers; study of the characteristics of the center and the types of work opportunities available to them; review of manpower service delivery processes at these centers; and pilot testing of data collection instruments and analytical procedures. Data collection and analysis are being completed. Project findings will be translated into suggested designs for more effective manpower systems in California and other States.

Contract period: June 22, 1970, through December 31, 1972.

5.2 COLORADO STATE UNIVERSITY DENVER, COLO.

Contract 82-08-72-07

An Experimental Manpower Laboratory: Applied Problems in Manpower Development; Planning for Change through Programs in Manpower Development

This project is seeking to develop effective programs to help the disadvantaged enter and stay in the world of work. While the research activities are being carried out in the university, the field work is being done in Denver, a city offering many kinds of employment and having a sizable population of Mexican Americans and Negroes who are disadvantaged.

Phase I of the project was concerned principally with pilot studies of the employer and the disadvantaged, behavior and economic disadvantages, and coaching as a method of support.

During phase II the laboratory conducted studies to determine: (1) The essential components of support so that they can be taught to and used by others; (2) the characteristics of persons most likely to benefit from systems of support; and (3) the aspects of work environment that are most important to job retention. The contractor gave support services to disadvantaged people and collected data on them and on a control group. The report on phase II will summarize the findings from the study and will include manuals on coaching, supervising coaches, and training for effective behavior in the interview situation.

During phase III, the laboratory is testing the effectiveness of coach training and interview training, as well as continuing a number of studies from earlier phases.

Preliminary findings: Seminars were held with Denver employers to discuss the disadvantaged worker, supportive work environments, and problems that employers have with disadvantaged workers.

In a study of The Employer and the Disadvantaged, the laboratory also conducted interviews concerning disadvantaged employees with representative Denver employers. About 85 percent of those interviewed hired the disadvantaged mostly to fill unskilled and semiskilled jobs. Half saw the disadvantaged as having very high turnover rates; however, less than one-fifth of this group gave poor job performance as the reason. Other reasons mentioned were about equally divided between unacceptable behavior of employees (such as absenteeism, lack of motivation, or alcoholism) and the undesirability of the types of jobs in which the disadvantaged were placed. In general, the laboratory found that employers have little understanding of the disadvantaged. As an individual, the employer feels that he should hire the disadvantaged, but as a businessman he sees them hurting his profits.

Another study tested several hypotheses about deviants from the social norm of vocational behavior, that is, keeping a job. It was hypothesized that a person's likelihood for vocational deviance would be determined by his place in the opportunity structure as measured by amount of education; ethnicity; availability of transportation; his chances for deviant behavior; the pressure of social controls; and certain factors in his personality, such as feeling of alienation or ability to delay gratification. Results of a pilot study—"Behavior and the Economically Disadvantaged"—of participants in a Concentrated Employment Program supported all the hypotheses except that concerning the relationship between social controls and likelihood of vocational deviance. The results were tentative but suggest that further study may produce good measurement techniques to indicate which people among those considered disadvantaged will need post-placement support to help them retain jobs.

The supportive technique that was studied most thoroughly during phase I was coaching, resulting in the publication *Coaching as a Method of Support.* The laboratory hired and trained its own staff of coaches to determine the characteristics of a good coach and the training they need to improve their effectiveness. During this phase three models of coaching were studied. None proved effective. It was found that the coach is not acceptable to the client unless he has something tangible to offer. Therefore, a coach needs some leverage (such as a chance to help the client get a job or an opportunity to provide the client with a service) to make himself a relevant figure in the eyes of the client. Only then can effective coaching take place.

Contract period: October 1, 1969, through March 31, 1973.

5.3 GREENLEIGH ASSOCIATES, INC. NEW YORK, N.Y.

Contract 82-36-71-43

Wilbur Hobbs

A Demonstration for the Improvement of Employer Services in the State Employment Services

The project is designed to examine thoroughly the nature and causes of decreased job placements by the employment service in several related States, to attempt to determine the most likely corrective modifications to current operations for increasing the quantity and quality of job listings, and to make appropriate recommendations for necessary changes in organizational and operating procedures and techniques to effect these changes, with the particular States involved in the study and elsewhere.

The project has moved from a basic data-gathering research project to an action research demonstration to bring about change and improve employment service operations to increase the quantity and quality of job listings. Also, appropriate recommendations may be made for changes in organizational and operating procedures and techniques.

The contractor works closely with State and regional agencies in Illinois and Pennsylvania, monitoring and guiding activities by which local employment service offices obtain the cooperation and participation of chambers of commerce and local ad hoc committees of employers and other interested groups.

Contract period: June 30, 1971, through June 30, 1973.

5.4 ILLINOIS BUREAU OF EMPLOYMENT SECURITY CHICAGO, ILL.

Contract 82-15-70-22 and Grant 92-15-69-22

Human Services Manpower Career Center

The Human Services Manpower Career Center was established in July 1969 within the Illinois Bureau of Employment Security, to explore the possible roles for a State employment service agency in stimulating and supporting the recruitment, training, and utilization of

manpower for human services occupations. The center was to focus its efforts on the Chicago metropolitan area.

The Center has produced a series of monographs on "Manpower for the Human Services": (1) *An Overview of the Work Progress Report*—the origin, objectives, and staff of the center during its first 2 years of operation, and an overview of the monograph series; (2) *Career Systems in State Human Services Agencies*—guidelines for developing and implementing a career ladder system, based on the center's work in Illinois human services agencies (mental health, child care, and corrections); (3) *A Core Curriculum for Entry and Middle Level Workers in Human Services Agencies*—primarily for use in a community college, the curriculum covers the general area of human services occupations, specific work fields such as mental health, and child development, and actual jobs a worker is expected to perform in a particular setting; (4) *Community Organizations for Allied Health Manpower*—a developmental model for organizing a working coalition of concerned community groups to attack the major problems in allied health manpower planning and development, guidelines for a physician's assistant program, and 25 barriers (and how to overcome them) to effective recruitment, training, and utilization of allied health manpower; and (5) *Neighborhood-Based Child Care Services for the Inner City*—a model for providing comprehensive child care services to disadvantaged inner-city families, and a staffing plan with job descriptions.

During the coming year, the center will be exploring the possibilities for carrying forward all or parts of its work under permanent auspices in existing or newly emerging manpower agencies in Illinois.

5.5 MICHIGAN EMPLOYMENT SECURITY COMMISSION
DETROIT, MICH.

Contract 82-26-71-41

Testing of Various Methodologies for Increasing Job Listings

This project will: (1) Explore, in Grand Rapids, various means of bringing about an increase in the quantity and quality of the job orders listed at local employment service offices in order to render better service to jobseekers and employers; and (2) develop guidelines and materials for use in employment service offices in Michigan and elsewhere based on those procedures proven useful in this project.

Applied Behavioral Research, Inc., is subcontracted to assist the contractor in establishing useful practices as part of State and local employment service operations.

Contract period: June 30, 1971, through January 31, 1973.

5.6 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 82-24-69-47

Dr. Jesse Gordon and Dr. Louis A. Ferman, Institute of Labor and Industrial Relations and School of Social Work

Program for Information on Manpower Services

Resources of the University of Michigan/Wayne State University Institute of Labor and Industrial Relations and the University of Michigan School of Social Work have been drawn together under this contract to operate a "manpower laboratory" to explore ways to: (1) Bridge gaps between scientific knowledge and ongoing practices in manpower programs; and (2) work out systems for manpower agencies and private employers to utilize innovative manpower development strategies and techniques, so that disadvantaged persons can be better identified and served.

The laboratory retrieves information from ongoing programs and from social science research, analyzes it, presents it in forms useful to manpower agencies and employers, and works with agencies to help them develop self-retrieval capabilities that lay the basis for self assessment and improvement.

The initial work of the laboratory was in retrieving from JOBS NOW in Chicago its experience in post-placement coaching and in agency-company relationships. It worked subsequently with several agencies to help them develop self assessment capabilities.

Products include: "Placement and After: A Manual for Coaches and Other Employment Workers" by Jesse Gordon and John C. Erfurt; "A Compendium of Information Relevant to Manpower Programs" by John C. Erfurt in collaboration with Louis A. Ferman, Jesse E. Gordon, John R. Magney, Paul H. Ray, and Patricia A. Strauch; and "Company-Agency Relationships" by Louis A. Ferman.

Contract period: July 1, 1969, through September 30, 1972.

5.7 MOBILIZATION FOR YOUTH, INC. NEW YORK, N.Y.

Contract 82-36-71-07 (formerly 82-34-69-21)

Dr. Irwin Feifer, Director

Experimental Manpower Laboratory to Test Innovative Manpower Development Strategies for Disadvantaged Persons, Particularly Youth

This experimental manpower laboratory is exploring the feasibility and value of various innovative strategies for programs to meet the manpower development needs of disadvantaged persons, particularly youth. The contractor is designing and systematically assessing the relative effectiveness of: (1) New manpower tools and program models for enhancing employer involvement and effectiveness in hiring, training, and upgrading hard-to-employ workers; (2) new techniques to meet special problems of job training and work-experience manpower programs; and (3) new methods and guides on employment practices to enable more effective job retention, mobility, and performance for the disadvantaged. Laboratory staff have the capability for designing and operating local manpower programs and for applying research methods in analyzing such programs. The Mobilization for Youth (MFY) laboratory is an action-research setting in a low-income community (the Lower East Side of New York City) and is geared to develop, run, and measure the effectiveness of new manpower techniques.

The contractor will: (1) Design, conduct, and assess experimental and demonstration projects which are planned, through systematic and empirically measured practices, to explore the significance of alternative methods of dealing with manpower problems of disadvantaged persons; and (2) present the projects' findings in such a form that they can be utilized by the Department of Labor, industry, and other manpower training programs.

Preliminary findings:

1. *Comprehensive Report on MFY Laboratory Activities in 1971*, in two volumes, describes the major laboratory efforts, both successful and unsuccessful. In addition, it outlines developmental work to be undertaken in 1972 on 1971 accomplishments that warrant further work.

2. MFY has published ten monographs related to "Fulfilling the Potential of NYC-2." The monograph series is intended to provide guides for the use of designers and operators of NYC-2 (out-of-school) programs at the local level.

3. *Industrial Guidelines for Undertaking a Hard-Core Employment Program: An Analytic Case Study of the Experiences of An Urban Industrial Organization* reports on the experiences of a New York City industrial organization with a JOBS Program MA-5 contract from precontract planning through completion of the program.

4. The handbook *The Work Sample: Reality-Based Assessment of Vocational Potential* supplements, and is being incorporated in, technical assistance materials being used by the Philadelphia Jewish Employment and Vocational Service (JEVS) in installing a work-sample program in regular manpower operations around the country (46 cities to date). (See 1.94.) An extension of the handbook may be found in *New Approaches to Work Sample Utilization* which was stimulated by the spreading interest in and use of the work-sample approach to vocational evaluation.

5. Problems of the Disadvantaged in Test-Taking outlines MFY's experience in finding ways to prepare hard-to-employ individuals to take employment and other tests. It includes approaches for overcoming the applicant's test anxiety and poor test motivation, qualifications for test examiners, and relevance of tests to job work. Details are provided on MFY's procedure for pretesting orientation, including practice test-taking and remedial tutoring.

6. *Maximizing Your Training Efficiency* is a training manual (a self-study staff training curriculum) designed to instruct work supervisors and other trainers in the "how to's" necessary for them to better present their skill training programs to disadvantaged persons and train such persons in job-required behavioral skills. The programed instruction course centers on the use of contingency management reinforcement learning principles and procedures. It is currently being refined and tested in public agency and private industry settings.

7. The publication *Training the Hard-to-Employ in Job-Required Behavioral Skills: Group Counseling Materials* is aimed at showing that disadvantaged persons can be taught job-required skills by counselors through a structured, systematic, pre-planned curriculum just as technical job trade skills are taught. This manual contains instructions for staff use of the system and lesson plans and related materials and procedures for use by counselors in training disadvantaged persons in job-required behavioral skills commonly known as "good attitudes and work habits." Overall, the materials represent a specialized behavior modification training program which seeks to extend manpower programing a major step beyond its current

activities of role models, informal orientation, and crisis counseling.

Teaching Job-Required Behaviors via the Systematic Use of Prescribed Group Counseling Interventions: The Program and Its Operational Feasibility—an outgrowth of MFY's experience with this program—presents the prescribed group counseling interventions, the group situations in which they are to be used, and feedback as to their operational feasibility. Briefly, MFY's conclusion is that while the developed intervention prescriptions should be most useful in sharpening current group counseling methodologies, which are typically unstructured and lack specific goal direction, it is not feasible to "program" such prescriptions to the extent conceived and attempted in the original program.

8. The manual *Identifying On-the-Job Behavioral Manifestations of Drug Abuse: A Guide for Work Supervisors*, through detailed "playlets" dealing with the various drugs and their respective behavioral symptoms, attempts to provide information which it is hoped may guide efforts to confront the drug user, dissuade him from continuing until addicted, and refer him to suitable treatment.

9. A new series of MFY reports on "Field Experiments in Manpower Issues" present the results of systematic experimentation or survey research concerned with timely manpower issues.

The first of the series, *The Effects of Monetary Incentives on the Learning of Remedial English by Disadvantaged Trainees*, reports the results of an experiment to determine the effectiveness of monetary incentives in enhancing the learning of remedial English by Neighborhood Youth Corps trainees. (A future report will present the results of the three replications of the basic experimental design, a post-pre measure comparison between experimental (incentive used) and control (no incentive used) trainees, using the same instructor for each treatment.) While incentives were not found to significantly enhance English learning, the finding must be regarded as tentative because several occurrences during the experiment confounded the research design. This report also discusses the operational feasibility of rigorously controlling different types of field research.

It is often assumed that disadvantaged youth would prefer luxury-type training rewards to basic items, but the reverse was found in the research study *The Reward Preferences of Neighborhood Youth Corps Trainees: Necessities vs. Luxuries.* The implications of this finding for manpower planning and policy are discussed.

The report *The Feasibility of Coupling Available Manpower Development Services with Residential Addiction Treatment Facilities: I. The Residents' Viewpoint* presents the results of a field survey of residents of a community-based drug addiction treatment facility, Horizon House, of New York City's Addiction Services Agency. The purpose of the survey was to ascertain the residents' *own* perceptions of the feasibility of a current laboratory project, namely, coupling manpower development services with the residential treatment rehabilitation services. Briefly, it was found that: (1) Their "work reality perception scores" were quite low; and (2) the optimal time to provide such manpower services appeared to be after at least the first 6 months of the residential treatment.

Contract period: December 16, 1968, through December 15, 1972.

5.8 NATIONAL ACADEMY OF SCIENCES WASHINGTON, D.C.

Grant 92-11-72-21

Dr. Henry David

Assessment of Experimental Manpower Laboratories

The objectives of this grant are: (1) To develop and apply criteria for assessing the work of the "Experimental Manpower Laboratories" (EML) supported by the Office of Research and Development (ORD) and other projects with similar functions; (2) to inform ORD of findings as a result of assessing specific EML activities; and (3) to advise ORD on the ways in which the EML concept can be better operationalized to realize the stated goals of the research and development program within the context of present and future manpower policies.

The professional staff of the grantee, supported by a 12-man, interdisciplinary advisory committee (including a representative of the National Manpower Advisory Committee), will make onsite visits and report on four Experimental Manpower Laboratories and other EML-type projects, including: Mobilization for Youth (Lower East Side, New York City); Colorado State University (Denver Area); Rehabilitation Research Foundation (Elmore, Ala.); The University of Michigan (Ann Arbor); Technology and Training (Atomic Energy installation at Oak Ridge, Tenn.); and North Carolina Manpower Development Corporation (Chapel Hill) (see projects 5.7, 5.2, 5.12, 5.6, 1.46, and

1.113, respectively). Special investigations will be made by the advisory committee staff as needed.

Grant period: June 1, 1972, through November 30, 1973.

5.9 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Contract 82-37-71-47

Multiproject Demonstration of Manpower Development

This project will assist in the development of and assess the means by which a State acquires further capability for the planning and delivery of manpower services. It will: (1) Examine the problems and processes of a State in developing methods of managing increasingly decentralized and decategorized manpower programs; (2) determine the scope and character of meaningful public service employment opportunities; (3) develop and analyze the procedures under which preemployment preparation is conducted so as to enhance employability of disadvantaged persons, assure employer participation, and increase institutional responsiveness in conducting such employment preparation; and (4) provide assessment and analysis on manpower matters as requested.

Contract period: June 30, 1971, through June 30, 1973.

5.10 OFFICE OF ECONOMIC OPPORTUNITY
WASHINGTON, D.C.

Contract 82-11-71-13

Model Urban Indian Centers

Multiagency support is administered by the Office of Economic Opportunity to test a comprehensive approach, through four model urban Indian centers, to meeting the special problems of Indians living in urban areas. The pilot centers are to try to meet human service needs and to develop approaches and techniques to serve as prototypes for other such centers. The pilot centers are to be located in Minneapolis, Minn.; Los Angeles, Calif.; Fairbanks, Alaska; and Gallup, N.M. A central project staff is to provide technical assistance and information exchange for the centers and review the project activities for the Interagency Project Review Board, consisting of representative Indian people and of the funding agencies (Department of Labor, Department of Housing and Urban Development, Office of Education and Social and Rehabilitation Service of the Department of Health, Education, and Welfare, and the Office of Economic Opportunity).

Contract period: March 18, 1971, through June 30, 1973.

5.11 PEOPLE TO PEOPLE COMMITTEE FOR THE HANDICAPPED
WASHINGTON, D.C.

Contract 82-11-71-23

Project Volunteer-Power

This is a demonstration project to test whether, how, and to what extent the voluntary power of women's and other organizations can be engaged fruitfully to supplement established methods of meeting the needs of the handicapped for employment and independent living.

Operating in three cities, the contractor is assessing each city's needs for services (of the type volunteers might capably perform) to enhance employment opportunities for the handicapped, developing local plans of action, and enlisting the assistance of local voluntary organizations in carrying out the plans.

Contract period: June 7, 1971, through June 6, 1973.

5.12 REHABILITATION RESEARCH FOUNDATION
ELMORE, ALA.

Contract 82-01-69-06

Experimental Manpower Laboratory for Corrections

Located in the Draper Correctional Center, a prison outside of Montgomery, Ala., the laboratory is staffed mainly by persons who originally conducted the "Draper Project," a 3-year experimental and demonstration prisoner training project.

The laboratory is building on the knowledge gained from the Draper Project, conducting experimental studies to measure the impact of given types of programing and clarifying further problems that impede the attainment of the rehabilitation goal in the MDTA prisoner training program. The laboratory develops and tests new program intervention strategies which appear effective in increasing an MDTA trainee-prisoner's capability of meeting the demands of a new

and responsible "free world" role. It has conducted a number of studies, among which are those determining: The employment barriers that face ex-offenders in various industries; the usefulness of labor mobility and bonding assistance upon release; and the perceptions of prisoners, correctional officers, MDTA instructors, and employment service personnel towards MDTA prisoner training programs conducted in the Draper Correctional Center.

The laboratory instituted an ecological experiment in corrections, using the token economy approach as an additional reinforcer of desirable social traits for MDTA trainees. Coupled to this is a correctional officer training project, using behavior modification techniques, to equip the officers to become "change agents" in the rehabilitation process. The laboratory also acted as a central resource unit for the experimental and demonstration bonding program in the various prisoner training projects throughout the country; however, this function has now been obviated by the implementation of the Labor Department's Federal Bonding Program on a nationwide basis.

The project started its third phase of operations in September 1971, continuing the token economy and correctional officer projects, as well as longitudinal followup studies. Three new studies in the area of behavioral changes—investigating essential behavioral skills needed for postrelease employment, a finer definition of recidivism, and the prison contraculture—are being initiated. The laboratory has instituted a Center for Studies in Community Corrections, from which the followup team will work and additional intervention techniques will be tried.

The principal findings of the laboratory have been reported in numerous documents, monographs, reports, and articles in professional journals, as well as in various conferences and meetings around the country. Its primary dissemination effort is the bimonthly newsletter, *Pacesetter*, published since March 1970. This four-page publication is distributed to over 2,400 people in the corrections and rehabilitation field (mostly in manpower programs) and includes summaries of its own work and of other Manpower Administration efforts and some work in the corrections field in general. A companion piece, *Intervene*, is published bimonthly primarily as a house organ for the Draper Center correctional staff and prisoners, in an attempt to involve the prisoners with the prison and MDTA training staff.

Interim reports on activities and accomplishments of the laboratory are contained in *The Experimental Manpower Laboratory for Corrections, Phase I* and *The Experimental Manpower Laboratory for Corrections, Phase II*. A full listing of all the publications of the laboratory is included in the phase II report.

Contract period: September 1, 1968, through February 28, 1973.

5.13 UTAH STATE UNIVERSITY
LOGAN, UTAH

Grant 92-49-72-24

Dr. Gary B. Hansen, Economic Research Center

Pilot Manpower Training Advisory Service for Employers

This study will explore whether employers would accept manpower development diagnostic and advisory services, and how such services might realistically be provided by a small staff under the auspices of a university.

The grantee will establish an advisory body to help identify an industry group or groups and/or a locality in which initial discussions of employer interest and project exploration will concentrate. During the initial phase, interests of selected employers in technical guidance and assistance will be determined through an assessment of their current manpower development objectives and practices, in relation to the services the project can provide. The grantee will then develop specifications for: (1) The types of firms with which it will seek to work, (2) the types of manpower development problems on which it will seek to focus, and (3) the types of diagnostic and advisory services it will offer.

During the second phase, the grantee will work with the sepcified firms or industries to diagnose their manpower needs and to provide services directed toward those needs. It will concentrate on developing specific case experiences and criteria for the identification of generalizable employer situations and needs for which diagnostic and technical aid from a small, university-based staff is appropriate and feasible, as contrasted to those types of employer situations and needs for which other or more extensive technical aid is required.

Grant period: Phase I - July 1, 1972, through June 30, 1973.

COMPLETED PROJECTS

5.14 UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Contract 82-46-67-15

J. Earl Williams, Center for Human Resources

The University and Manpower Educational Services: An Experimental and Demonstration Project

The purpose of the Manpower Educational Services Project was twofold: (1) To explore the effectiveness of a university's educational capability and position in the community in contributing to the understanding and functioning of the manpower programs in its geographic area; and (2) to establish, with State and local support and financing, a permanent manpower-related center.

The project, established at the University of Houston, developed programs in four major areas: The small college manpower lecture series, the Houston employer program, manpower conferences, and staff development programs.

The Center for Human Resources, a permanent center, evolved, which offers the community technical assistance, training and orientation, information services, and research services and developed a college curriculum in manpower for the fall of 1971.

The objectives of the project were achieved, and it was concluded that it is possible to take a relatively small contract which requires services integral to the development of a manpower related center, and, given time, achieve a secondary and more important long-run objective—the development of a major and permanent manpower resource in the form of a manpower-related center on a university campus.

Guidelines for the Development of Manpower Educational Services in the University was prepared to provide an explanation and an example of how one university faced the changing concept of manpower.

5.15 UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN, ILL.

Contract 81-15-69-07

Melvin Rothbaum and Walter Franke, Institute of Labor and Industrial Relations

Development of a Model University Human Resources Program

When budget constraints prevented the planned establishment of a human resources program at the University of Illinois as a model for other universities to follow, this study pursued the question of how educational resources and skills might be organized and applied to State and local governmental manpower activities. The report of this experiment describes the activities of project staff, the problems encountered in State-university cooperative efforts in the manpower field, and some potential elements for a university human resources program.

The study pointed out several obstacles to establishing and continuing an effective State-university relationship in manpower activities: (1) The dispersion of responsibility for manpower and related functions among many units of State government makes it difficult to identify key activities and the corresponding planning and operating units. (2) The lack of a centralized agency within the State which has the capacity and authority to develop the overview function in the manpower area inhibits development of a State-wide manpower system. (3) The status of entities within the State government which could readily work with a university—the Cooperative Area Manpower Planning Research Subcommittee, for example—needs to be officially recognized and upgraded. (4) A university needs to develop and adequately staff a centralized unit with the capacity to service all of the needs of the State, and needs new resources for this purpose.

5.16 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Contract 82-35-70-01

Demonstration of Manpower Development Centers in North Carolina Communities

This project tested the effectiveness of a prevocational training package through the operation of two manpower development centers, one rural and one urban, in North Carolina. The report, which can be used as a "how to" manual for planning and administering a prevocational training program, directly leading to entry-level employment, describes the experiences and findings at these two centers over a 1-year period.

The prevocational training curriculum—classes in English, math, motivation, jobseeking, jobholding—was augmented by outreach, supportive services, job development, and placement after graduation. The urban center also offered classes at night for underemployed individuals.

Comparative analysis of the two-center operation and the handbook treatment of experiences and documentation produced a number of recommendations. They cover such matters as obtaining data from employers, the provision of stipends or training allowances, establishing an advisory council, job development and placement, and counseling followup.

A prevocational training center package has been developed which can be utilized in other institutions. Assistance is being provided in a 1-year pilot run of the program at a community college within the State. In addition to providing technical assistance for a planned grafting of the center concept onto the State's community college system, further experimentation and refinement at both demonstration centers is being continued.

REPORTS

5.17

Colorado State University—No. 82-06-69-11.

The Manpower Laboratory: Applied Problems in Manpower Development (Nine volumes)

NTIS—PB 199512.

5.18

Derryck Associates, Inc.—Dennis A. Derryck and Richard Leyes, No. 81-34-70-23.

Modernizing Selection and Promotion Processes in the State Employment Service

NTIS—PB 200454.

5.19

Houston, University of—J. Earl Williams, No. 82-46-67-15.

1. The University and Manpower Educational Services: An Experimental and Demonstration Project

NTIS—PB 202116.

2. Guidelines for the Development of Manpower Educational Services in the University

NTIS—PB 206533.

5.20

Illinois Bureau of Employment Security—No. 82-15-70-22.

Human Services Manpower Career Center:
Report 1: The First Year, December 1970

NTIS—PB 199120.

Report 2: An Overview of the Work Progress Report

NTIS—PB 209004

Report 3: Career Systems in State Human Services Agencies by

NTIS—PB 209205.

Report 4: A Core Curriculum for Entry and Middle Level Workers in Human Services Agencies

NTIS—PB 209206.

Report 5: Community Organization for Allied Health Manpower

NTIS—PB 209207.

Report 6: Neighborhood-Based Child Care Services for the Inner City

NTIS—PB 209208.

5.21

Illinois, University of, Urbana-Champaign—Melvin Rothbaum and Walter Franke, No. 81-15-69-07.

Development of a Model University Human Resources Program

NTIS—PB 202817.

5.22

Michigan, The University of—Jesse Gordon and John C. Erfurt, No. 82-24-69-47.

Placement and After: A Manual for Coaches and Other Employment Workers

NTIS—PB 203592.

5.23

Mobilization for Youth, Inc.—No. 82-34-69-21.

1. Comprehensive Report on MFY Laboratory Activities in 1970 (Two volumes)

NTIS—PB 201473.

2. The Work Sample: Reality-Based Assessment of Vocational Potential

NTIS—199474.

3. Problems of the Disadvantaged in Test-Taking

NTIS—PB 199431.

4. Industrial Guidelines for Undertaking a Hard-Core Employment Program: An Analytic Case Study of the Experience of An Urban Industrial Organization

NTIS—PB 199481.

5. Fulfilling the Potential of NYC-2 (Four Monographs: Integrating Remedial Education Into NYC Training Programs; Criteria for the Selection and Training of NYC Work Supervisors; New Directions in the Vocational Counseling of NYC Trainees; The Utilization of Industrial Advisory Committees to Increase Employment Opportunities)

NTIS—PB 199437.

No. 82-36-71-07

1. Comprehensive Report on MFY Experimental Laboratory Activities:

Volume 1—Projects To Be Pursued During Second Year of Contract

Volume 2—Projects Completed During First Year of Contract

NTIS.

2. Training the Hard-to-Employ in Job-Required Behavioral Skills: Group Counseling Materials

NTIS—PB 211696.

3. Teaching Job-Required Behaviors via the Systematic Use of Prescribed Group Counseling Interventions: The Program and Its Operational Feasibility

NTIS—PB 211787.

4. Identifying On-the-Job Behavioral Manifestations of Drug Abuse: A Guide for Work Supervisors

NTIS—PB 211731 ($4.50).

5. New Approaches to Work Sample Utilization

NTIS—PB 211788.

6. Fulfilling the Potential of NYC-2 (Six Monographs: Using Government Agencies for Training the Disadvantaged for Employment in the Public and Private Sectors, Preventive Phonetics for Teaching English Pronunciation to Spanish Speaking Trainees, A Study of Three Major Textbooks Which Use the Audiolingual Method for Teaching English as a Second Language, Operating a Public Service Business as a Neighborhood Youth Corps Training Site, Overenrollment Problems in a Manpower Training Program, and Guidelines in the Utilization of Training Incentives)

NTIS—PB 211814.

7. Field Experiments in Manpower Issues (Three Reports: The Effects of Monetary Incentives on the Learning of Remedial English by Disadvantaged Trainees, The Reward Preferences of Neighborhood Youth Corps Trainees: Necessities vs. Luxuries, and The Feasibility of Coupling Available Manpower Development Services with Residential Addiction Treatment Facilities: I. The Residents' Viewpoint)

NTIS—PB 211804.

5.24

North Carolina Fund—No. 82-35-67-11.

Manpower Improvement Through Community Effort—MITCE

NTIS—PB 199774.

5.25

North Carolina Manpower Development Corporation—No. 82-35-70-01.

Demonstration of Manpower Development Centers in North Carolina Communities

NTIS—PB 201161 (vol. I); PB 201162 (vol. II—Statistical and Appendix Materials).

5.26

President's Committee on the Employment of the Handicapped—No. 82-15-66-95.

Proprietary Products: Project Earning Power (Experiment in Developing Outlet in Competitive Market for Products of Sheltered Workshop)

NTIS—PB 199383.

5.27

Rehabilitation Research Foundation, The—No. 82-01-69-06.

Operating An Individually Prescribed Instruction System

NTIS—PB 203021 (vol. I); PB 203022 (vol. II); PB 203023 (vol. III).

The Experimental Manpower Laboratory for Corrections

NTIS—PB 211729 (phase I—$3.75); PB 211730 (phase II—$3.75).

5.28

Training and Research Institute for Residential Youth Centers, Inc.—No. 42-9-001-7.

The Training and Research Institute for Residential Youth Centers, Inc., A Final Report

NTIS—PB 199384.

• See also projects 1.62, 1.117, 1.118, 1.138, 1.159, 4.78, 4.79, 5.12, 5.28, 6.185.

MANPOWER, ECONOMIC, AND SOCIAL POLICIES

(Includes economic growth and development, government programs and legislation, inflation/unemployment tradeoff, welfare and income maintenance programs, foreign programs and policies)

ONGOING PROJECTS

5.29 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Contract 51-25-71-05

Dr. Leonard J. Hausman, Florence Heller Graduate School for Advanced Studies in Social Welfare

Some Aggregative Effects of Manpower Programs on Long-Run Economic Growth and on Short-Run Fluctuations in Employment

The primary objectives of this study are to: (1) Investigate whether manpower programs alter long-run trends in economic output and its distribution; and (2) examine how manpower programs alter the short-run response of employment to changes in output for various occupational groups and at different stages of the economic cycle.

For the first part of the study, the principal question is the ease with which producers can substitute one factor of production for another (for example, workers of higher skill for workers of lower skill), since the ease of substitution determines what effect adding units of one factor relative to the others will have on output and on the distribution of earnings among the factors. A production function for the economy as a whole and for the nonagricultural sector will be estimated, using data on employment by broad occupational groups, on the capital stock, and on capacity output (actual output adjusted for the unemployment rate), with varying assumptions about the rate of technological change. From these estimates, the researcher will predict the effects on output of additional workers of different skill levels trained under manpower programs and identify broad occupational categories where diminishing returns from additional workers would limit the opportunities for expanded training.

In the second part of the study, a model will be developed to analyze the effects of given changes in the output on the employment of various kinds of workers (unskilled, skilled, and white-collar). Account will be taken of the costs associated with reducing or expanding employment (severance pay, overtime, or training, for example) for the different groups of workers and the relationship of those costs to the timing and size of the changes in employment. The investigation of the effects of manpower programs on employment stability will seek to determine how they change the various costs and how the costs, and hence the effects, differ at different stages of the business cycle.

Completion is scheduled for October 1972.

5.30 BUREAU OF LABOR STATISTICS
U.S. DEPARTMENT OF LABOR

Contract 81-11-72-16 (formerly 81-11-71-11)

Jack Alterman, Office of Productivity, Technology, and Growth

The Manpower Impact of Government Programs and Policies

This project continues and expands an ongoing project in response to the directive in the 1972 *Manpower Report of the President* that the Department of Labor develop recommendations on the most effective mechanisms for assessing the manpower impact of Federal

budget, program, and policy actions. For this purpose, an exploratory study will be undertaken to: (1) Assess the various ways in which Government policies and programs can affect manpower; (2) identify those policies and programs having significant manpower implications: (3) develop a list of priorities for indepth studies of manpower impact; and (4) develop a system for estimating the manpower impact of Government actions which could be used in formulating the Federal budget. The results are expected to assist policy officials in making decisions on the level and mix of Federal spending and revenue and on changes in policies. They are also expected to be useful in planning Federal actions so as to minimize any adverse impact on manpower or to maximize employment-generating possibilities and in establishing a system for assessing the manpower impact of those actions.

As a first step toward these objectives, the Bureau of Labor Statistics will develop a Handbook of Manpower Conversion Factors for the use of agencies responsible for Government programs. The handbook will contain the basic information needed to convert the dollar estimates for various types of programs and expenditures into manpower requirements by industry and occupation. In addition, it will contain data on the manpower impact per billion dollars of expenditures for various demand components (e.g., personal consumption expenditures or plant and equipment investment) which may be affected directly or indirectly by Government policies or programs.

The handbook is to be completed in early 1973 and will be followed by other research and implementation measures.

5.31 THE CATHOLIC UNIVERSITY OF AMERICA
WASHINGTON, D.C.

Grant 91-11-72-25

Dr. August C. Bolino, Department of Economics

Occupational Education as a Source of Economic Growth

This project is attempting to trace the development of nonformal education and assess its contribution to economic progress. The study was prompted by Edward F. Denison's study of the sources of economic growth, which discounts the contribution of apprenticeship, corporation training, adult education, and business and correspondence schools.

To replicate Denison's approach, the researcher is collecting statistics on the number of persons in various occupational training programs and the average number of days or hours attended, 1909–57. Sources include published Federal data; the annual reports of the Federal Board for Vocational Education, the National Association of Corporation Schools, the Young Men's Christian Association, and the Secretaries of the Army and Navy; and the proceedings of the American Management Association.

Completion is scheduled for November 1972.

5.32 EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Contract 81-32-69-03

Dr. Benjamin Shimberg and Dr. Barbara Esser

Impact of Licensing on the Supply and Mobility of Skilled Manpower in Selected Nonprofessional Occupations

This study is an intensive probe of the extent to which licensing procedures and requirements restrict entry into and mobility within selected nonprofessional occupations where manpower shortages have been reported—plumber, electrician, practical nurse, dental hygienist, clinical laboratory technician, barber, and cosmetologist. The study covers eight States (Alabama, Arizona, California, Florida, Illinois, New York, Oklahoma, and Texas) and 24 municipalities within these States. Information is being sought in interviews with licensing officials, vocational educators, union officials, officers of occupational associations, employers, and licensing applicants. Topics to be explored include: The structure and operations of licensing boards; licensing requirements (e.g., age, sex, education, training, citizenship, and work experience); the examination process; communication between licensing agencies and applicants; existing training resources; and costs of licensing.

This research, an outgrowth of a pilot study by one of the above researchers, complements another research project (see 5.47). Together, the two studies are designed to yield information that can be used to improve licensing standards and practices, the match between vocational preparation and the technical requirements of licensed jobs, and access to such jobs, particularly for disadvantaged workers. The findings of these complementary studies are being combined in one report, of which the highlights are reported here.

Preliminary findings: The researchers found a critical need for improved licensing information among school counselors and employment service representatives responsible for assisting jobseekers and among the prospective applicants themselves. They attribute this need to the wide variations from State to State in the number and type of licensed jobs and in licensing requirements and board practices, which are not indicated in informational materials distributed by State boards.

The variations, in turn, were traced to the lack of national standards for most of the occupations studied and the State boards' autonomy to establish their own rules and regulations and to grant waivers from such requirements. The absence of standardized procedures and uniform requirements was found to impede a licensee's freedom to move freely throughout the job market.

With the exception of the national testing program in dental hygiene and practical nursing, the researchers found licensing tests varied considerably in the quality of questions and degree of difficulty. The underlying lack of expertise in the development and scoring of tests raises serious doubts about their effectiveness as job skill measures, in the researchers' opinion.

Licensure was also found to create barriers to career development through fragmentation and specialization of job duties, as clearly evidenced in the health field. With each licensed job having its own rigid educational and training requirements, many workers of demonstrated capability cannot move up through the experience route—the most realistic alternative for the disadvantaged.

Specific licensing requirements were cited that pose entry barriers to the urban poor and minority groups. Many boards were found to be indifferent to the language barriers in the examination process confronting applicants who do not speak English. The cost of licensing—for application and examination fees, transportation to testing sites, and housing and meals during the examination not only for applicants but for their models in practical examinations—also represented hardships for disadvantaged applicants. Moreover, certain personal qualifications that were unrelated to job performance but required for entry into all licensed occupations posed entry barriers to certain urban groups.

The researchers recommended the establishment of a national information program and development of national occupational standards as a means of providing immediate improvements within the present licensing system.

Completion of the report is scheduled for September 1972.

5.33 GEORGIA STATE UNIVERSITY ATLANTA, GA.

Grant 51-13-72-10

John F. Adams

To Assess the Economic and Social Impacts of Welfare in the Rural South Before and After Legislative Reform

This study, designed under Grant 92-13-72-10 (see 5.46), is to assess the current socioeconomic status and environment of low-wage workers and welfare recipients in the rural South and to provide baseline data for a longitudinal assessment of impact of (subsequently enacted) welfare reform in the rural South.

For this, the researchers will: (1) In cooperation with the Census Bureau, develop questionnaires for household surveys of the sample population in four rural counties—the surveys will be made by the Bureau of the Census—and analyze the results; (2) undertake special surveys in Tattnall (Georgia), Natchitoches (Louisiana), Bolivar (Mississippi), and Starr (Texas) counties which will include standardized interviews with samples of the business community, government, and other community institutions such as churches and service clubs; and (3) draw socioeconomic and demographic county data from secondary sources including the Bureau of the Census, Department of Labor, and a variety of records of State, county and local agencies.

Grant period: June 30, 1972, through September 30, 1973.

5.34 HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA, VA.

Grant 92-51-72-15

Dr. T. R. Wilson

Study of Exemplary Rehabilitation Certificate Program

This study is investigating how much an ex-serviceman with less than an honorable discharge or a general discharge from the Armed Forces benefits in getting and keeping a job when he earns an Exemplary

Rehabilitation Certificate (ERC) attesting to good conduct for the preceding 3 years. Its objective is to find out how the ERC program, authorized by Public Law 89-690 and administered by the Department of Labor, could be more beneficial to users.

Information to be sought will include: (1) The nature and degree of employment and counseling services provided by local employment offices to ERC holders; (2) employer reactions to the ERC in recruitment and selection; and (3) why so many more servicemen request ERC applications than actually submit them. Separate mail questionnaires will be pretested and sent to all holders of ERC's and a sample of those who requested ERC application forms but did not apply. These questionnaires will be supplemented by interviews with men from each of these two groups, and with recently discharged servicemen, U.S. Employment Service personnel, and employers to whom ERC holders are applying.

Grant period: April 15, 1972, through October 15, 1972.

5.35 LEO KRAMER, INC. WASHINGTON, D.C.

Contract 82-11-71-32

A Feasibility Study for Development of Support Services for Health-Impaired Coal Miners

Section 203 of the Federal Coal Mine Health and Safety Act of 1969 provides that miners afflicted with serious pneumoconiosis may, at their option, seek transfer from jobs with dusty atmospheres that are likely to aggravate the disease, to atmospheres certified to be dust free. The mine operator must then take responsibility for reassigning afflicted miners to less hazardous worksites, or bring the underground jobsite within legal limits for dust levels.

This project is studying the operational experience under this provision of the act, to find out what actually happens to miners notified of their impairment, and whether, in fact, they are able to transfer to suitable employment alternatives. Based on this information, the contractor is to develop a model program utilizing the best combination of mine operator, union, community, State, and Federal services which could be mobilized to assist the miner who chooses to exercise his option and change his job in the mine complex.

The contractor is also to develop a model of manpower services, including rehabilitation, retraining, and income maintenance, that responds to and would help expand those options which the miner himself might take into consideration—for example, leaving mine employment entirely—to supplement the health protection alternatives spelled out in the legislation.

Contract period: June 9, 1971, through September 15, 1972.

5.36 UNIVERSITY OF MASSACHUSETTS AMHERST, MASS.

Grant 91-23-68-27

Solomon Barkin, Labor Relations and Research Center

A Study of National Manpower Policies in OECD Countries

This study attempts to distill lessons for current manpower programs in the United States by analyzing the experience of the countries belonging to the Organization for Economic Cooperation and Development (OECD) and the research generated by OECD. Considering the manpower field as an integrated system, the study covers the following subjects: Objectives; national economic and social problems; systems for determining priorities for their solutions; policymaking systems; research; statistics and data collection resources; administration of recruitment; development of the appropriate quality of manpower; stimulation of the demand for labor; organization and operation of the job market; systems of enterprise; and programs for optimum productivity of the work force.

The researcher is drawing on the resources and knowledge acquired during 5 years with the Manpower and Social Affairs Directorate of the OECD, supplemented by correspondence with officials in the OECD and member countries.

Completion is scheduled for December 1972.

5.37 UNIVERSITY OF MASSACHUSETTS AMHERST, MASS.

Grant 91-23-69-20

Solomon Barkin, Labor Relations and Research Center

Manpower Policy and Programs: Tools for Economic Policy—A Planning Project

This project explores the interrelationships between economic and manpower policy objectives, instru-

ments, measures, and behavior, as developed in the Federal Government. A series of studies are being outlined in the following major areas: (1) Manpower aids to the promotion of economic objectives; (2) manpower aspects of the impact of major economic tools; (3) economic measures for advancing manpower objectives; and (4) economists' tools in the development of manpower programs.

This project will result in: (1) A report outlining the various aspects of the relationship between economic and manpower policy; and (2) a specific plan for a series of seminar meetings at which the subjects of highest priority would be discussed on the basis of policy-oriented papers to be prepared by subject-area specialists. In addition, an annotated bibliography is being compiled of current writings on the topics considered in the program.

Completion is scheduled for December 1972.

5.38 THE MATCH INSTITUTION
WASHINGTON, D.C.

Contract 82-11-71-16

Charles C. Kim

Employment Aspects of Government Programs to Aid Minority Business Firms

The study analyzes the employment effects of selected Federal Government programs to aid minority business firms. This involves a survey of the minority population receiving loans from the Small Business Administration, loan guarantees, and grants, as well as assistance in obtaining Government contracts and a study of the socioeconomic effects of minority enterprise programs in selected communities.

Completion is scheduled for September 1972.

5.39 NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Contract 82-11-71-08

System for Collecting Advance Information on Character and Extent of Employment Generated by New Government Contracts

The contractor is determining the feasibility of developing an advance warning system that will provide information about the local impact of Federal procurement contracts which can facilitate efforts by the Federal Government and private groups to expand employment, upgrading, and training options for unemployed or underemployed persons.

Concentrating on two major defense contracts, pertinent information required in an early warning system is being sought from a variety of sources including Government and private employers. The experience with these contracts will constitute a basis for indicating the information which is available and the information which is needed to provide an advance warning system on a regular basis.

Following consultation with and with the concurrence of appropriate Manpower Administration officials at the Federal and State levels, the contractor will develop plans for a demonstration project based on the research findings. This project will involve identification of the occupations for which training is needed, observing the implementation of the programs, and critically assessing the overall effectiveness of such programs.

The research and demonstration efforts are expected to yield the following products: (1) A prototype of the flow of information—from the point of contract award to the point of employer hiring—relative to the nature and extent of the anticipated occupational employment to be generated by large Government contract awards; (2) a description of the nature and number of training programs developed and a critical assessment of the accuracy of estimates of occupational requirements and the effectiveness of the training programs in providing labor needed by defense contractors; and (3) to the extent possible, models applicable to other large defense contract awards.

Contract period: November 30, 1970, through September 15, 1972.

5.40 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 51-36-72-06

Dr. Hrach Bedrosian and Dr. Daniel E. Diamond, College of Business and Public Administration

The Impact of the New York Workfare Program on Employable Welfare Recipients

This project is assessing the impact of workfare on the employability of welfare recipients and the employer. (For description of workfare, see 5.50.) The grantee is investigating (1) the impact of the workfare

program on employer attitudes and hiring practices as regards welfare recipients, (2) the cost of administering the program, (3) the extent to which employed welfare recipients have increased their attachment to the labor market, and (4) the contribution of the program to the solution of the welfare problem. The grantee will collect data from employment service, social service, and employer records and through personal interviews with employment service and social service personnel, working welfare recipients, their employers, and nonwelfare recipients who perform the same job as the welfare recipients.

Grant period: June 1, 1972, through November 30, 1973.

5.41 NORTH TEXAS STATE UNIVERSITY DENTON, TEX.

Grant 91-48-72-10

Dr. Sam B. Barton, Department of Economics

The Impact of Recent Legislative and Administrative Changes on Workmen's Compensation in Texas

This project appraises the operation of the Texas workmen's compensation system in light of recent changes in the authorizing law and in the personnel and administrative procedures of the Industrial Accident Board.

In an earlier study of the system, performance indexes were developed from a sample of 5,000 cases processed during the year September 1966—August 1967. (See 5.99.) These indexes were based on such injury claims data as industry, occupation, description of accident, medical report, nature of injury, extent of disability, hospitalization, wages and benefits, type of settlement, issues in dispute, disposition of case, and time lapse between the stages of claim processing.

This information is being compared with corresponding data for a random sample of 1,000 cases currently on file with the Industrial Accident Board. In addition, opinions about the nature, extent, and effects of administrative change brought about by the legislative revisions and new board personnel are being solicited through mail questionnaires and interviews from insurance company representatives, injured workers, doctors, hospital personnel, lawyers, judges, and union officials.

Completion is scheduled for December 1972.

5.42 UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA.

Contract 82-42-71-26

Dr. Herbert Northrup and Dr. Richard L. Rowan, Industrial Research Unit

A Study of the Effectiveness of Plans for Increased Minority Employment in the Construction Industry

This study is to be a detailed analysis of affirmative action plans for increasing minority employment in the construction industry and their effectiveness in two cities—Indianapolis, Ind., and Washington, D.C. A main purpose is to develop the methodology and techniques for examining the impact of these plans. Information to be developed includes such areas as an assessment of jobs won for minorities through the plans, the sources of the new black hires, the impact of the new hires upon the construction industry and upon the local community itself, and criteria for the measurement of success.

Completion is scheduled for August 1972.

5.43 PURDUE RESEARCH FOUNDATION LAFAYETTE, IND.

Grant 92-18-72-08

Dr. Joseph C. Ullman, School of Industrial Management

The Effect of Executive Order 11598 on the Labor Market Performance of the Employment Service

This is a study of how Executive Order 11598, which requires Federal agencies and most Federal contractors to list most job openings with the Employment Service (ES), affects ES capability to provide needed services to applicants. It is investigating the impact of the order on the number and nature of job openings listed with the ES and, in turn, on the number and nature of job referrals and of job placements by the ES, and the timing of these effects.

The study will analyze employer experience as well as ES operations in eight to 10 States. For employer experience, the method of analysis will be chosen on the basis of a pilot test of the following methods: (1) Comparison of samples of establishments covered and not covered by the order; (2) longitudinal analysis of a sample of covered establishments; and (3) case studies

of selected covered establishments. Analysis of the effects on ES operations will be based on ES data.

Grant period: February 15, 1972, to February 14, 1974.

5.44 THE UNIVERSITY OF TEXAS AUSTIN, TEX.

Grant 92-48-72-06

Dr. Niles M. Hansen, Department of Economics

Employment and Manpower Implications of Urban Fields and Nonmetropolitan Development

The objective of this project is to relate employment and income growth in rural areas to manpower policies. The study will attempt to find out why certain rural areas shifted from outmigration in the 1950's to growth in the 1960's. Regions with this recovery pattern include the Ozarks, the Colorado-New Mexico Rockies, Central Texas, Central Minnesota-Wisconsin, the Tennessee Valley, and Vermont-New Hampshire.

The unit of analysis will be "urban fields"—fusions of metropolitan and nonmetropolitan peripheral areas into core areas with a minimum population of around 300,000 and extending outward for approximately 100 miles. The research will analyze trade, migration and commuting interactions between the selected nonmetropolitan counties and the relevant standard metropolitan statistical areas (SMSA's). Factor and cluster analysis will be used to identify counties with common characteristics, and regression analysis will be used to identify functional relationships between growth in the nonmetropolitan counties and that in the SMSA's.

Grant period: February 1, 1972, through September 30, 1972.

5.45 THE URBAN INSTITUTE WASHINGTON, D.C.

Grant 92-11-72-36 (formerly Contract 82-09-68-44)

Dr. Charles Holt

Labor Markets, Inflation and Manpower Policy

This project will study the functioning of labor markets and the impact of manpower programs on inflation and unemployment.

The research will proceed in three stages: (1) An aggregate model of the labor force will be developed composed of relationships to explain stocks and flows; (2) more complex models which segment the work force and stress impacts of manpower programs and working conditions will be assembled; and (3) these models will be studied to determine their implications for aggregate demand, manpower planning and program design.

Preliminary findings: This project, which is a continuation of earlier research supported by the Manpower Administration, produced several reports during fiscal year 1972. These and earlier reports are listed in Item 5.62. Briefly, the 1972 reports were: (1) *Economic Subsidies in the Urban Ghetto* which argued that capital subsidies might not raise employment in the ghetto because of the substitution of capital for labor, whereas wage subsidies would lead to substitution in favor of labor. (2) *Occupational Choice, High School Graduation, and Investment in Human Capital*, which concluded, from computations of the present value of lifetime earnings, that the returns to the individual for completing the fourth year of high school would be negative in many occupations—truckdrivers, barbers, telephone linemen, and compositors and typesetters, for example, although, overall, the returns are positive and substantial. (3) *The Opportunity Cost of Participating in a Training Program*, which presented an analytical model for estimating earnings which trainees in a manpower program would have received during the training had they not chosen the training, suggesting that foregone earnings of MDTA institutional trainees were considerably greater than generally assumed. (4) *Manpower Proposals for Phase III*, which proposed broadened and redirected manpower programs as a means of reducing inflation and unemployment at the same time. The recommendations covered four broad program areas: Job matching services to speed placements and reduce turnover; vocational counseling and employment opportunities for youth to reduce their high turnover and increase subsequent productivity; training and job restructuring to reduce inflationary shortages of skilled workers; and support of geographic mobility to reduce inflationary labor shortages and pockets of high unemployment. In addition, research and experimentation were proposed to determine the most effective techniques for implementing these proposals and for reducing institutional barriers in the labor market.

Three 1972 working papers, for discussion and subsequent publication, dealt with: A Stochastic Model of Job Search and Labor Turnover, Evaluating Efficiency in a Decentralized System, and Research Needs in the Labor Market and Manpower Areas.

Grant period: July 1, 1972, through July 1, 1973.

COMPLETED PROJECTS

5.46 GEORGIA STATE UNIVERSITY

Grant 92-13-72-10

John F. Adams

Development of a Research Design to Assess the Economic and Social Impact of Welfare Before and Subsequent to Legislative Reform in the Southern Region

This project: (1) Designed a proposal for basic research on the "welfare population," welfare system, and socioeconomic and demographic characteristics of rural Georgia, Louisiana, Mississippi, and Texas, to provide a foundation for assessing the impact of pending welfare reform in the rural South; and (2) organized a consortium and developed the administrative framework and procedures necessary to implement the proposed study. The study is being conducted under a subsequent grant (see 5.33).

5.47 MICHIGAN STATE UNIVERSITY EAST LANSING, MICH.

Contract 81-24-68-45

Dr. Daniel H. Kruger, School of Labor and Industrial Relations

Occupational Licensing in Selected States and Municipalities: Its Implications for Manpower Policy

The purpose of this study was to explore the feasibility of developing statistics on: (1) The extent to which licensing affects the supply of manpower in nonprofessional occupations; and (2) the structure and operations of State, county, and municipal licensing authorities. The findings are being incorporated in the report on a complementary study of the qualitative aspects of licensing of nonprofessional occupations. (See 5.32 for preliminary findings.)

5.48 NATIONAL BUREAU OF ECONOMIC RESEARCH, INC. NEW YORK, N.Y.

Grant 91-34-70-58

Dr. Finis R. Welch and Dr. Marvin Kosters

An Analysis of (1) The Cyclical Stability of Aggregate Employment and (2) The Effects of Federal Minimum Wage Legislation on Teenage Employment

In the first part of this report, estimates of the "typical" industrial distribution of fluctuations in total U.S. employment about long-run trend provided evidence of secular drift that results in employment becoming less sensitive to changes in the gross national product (GNP). The authors estimated elasticities of employment within each of 10 industries with respect to aggregate employment, the elasticity of aggregate employment with respect to GNP (where deviations are relative to long-run trend), and finally the rate of growth in this elasticity.

In the second part of the report, a model was presented to analyze the effects of minimum wage legislation with uneven industrial coverage on the aggregate wage distribution and the industrial distribution of employment. The history of minimum wage legislation has been one of periodic upward adjustments in the nominal Federal minimum alongside expanding coverage. The effects of increasing coverage were distinguished from those of the minimum wage *per se*. Although an increase in either coverage or the minimum wage will increase the cost of labor in the firms directly affected, the concepts are fundamentally different in certain respects, and it is those differences that were explored. The analysis developed an operational specification of the "effective minimum wage" that encompasses both coverage and wage level. While empirical evidence was not included, the analytical implication was that minimum wage policies can be most harmful to those who have the lowest earning capacity.

5.49 NATIONAL PLANNING ASSOCIATION WASHINGTON, D.C.

Contract 81-09-70-16

Dr. Leonard A. Lecht and Morris Cobern, Center for Priority Analysis

Manpower Implications of New Legislation and New Federal Programs

This project analyzed the implications for employment and manpower of new or proposed Federal legislation and programs in four separate studies.

1. *The Family Assistance Plan: Its Impact Upon the State Employment Service.* Based on the provisions of the Family Assistance Plan (FAP) which was proposed in 1970, this study made projections for 1975 of the expected number of FAP clients in each State who would be required to register with the State employment service (ES) systems, as well as estimates of the impact of the increased workload on the ES manpower

requirements. In addition, projections were prepared of ES regular workloads and job openings which would result from turnover.

The study found that while potential FAP clients would represent a small portion of the ES clients, their need for intensive services would occupy a disproportionate number of ES workers and thus require a substantial increase in ES employment levels. Altogether, legislation such as the Family Assistance Plan, expected growth in other workloads, and recent rates of attrition would likely generate more than 19,000 job openings annually in the State employment services during the early 1970's. Some of these new workers could be members of the disadvantaged groups the Family Assistance Plan was designed to assist.

2. *Manpower Needs in State and Local Public Safety Activities: The Impact of Federal Programs* analyzed the implications of new Federal programs and legislation for manpower requirements in law enforcement and criminal justice. Projections of manpower needs for the various components of the law enforcement-criminal justice-corrections system were made to 1975, taking into account possible changes in technology, employment practices, and the increasing recognition of the need for reorientation of the system.

The study found that in the first half of the 1970's, State and local police departments, correctional institutions, and probation-parole agencies would need over 75,000 workers annually to meet growth and replacement needs. A greater emphasis on efficiency and rehabilitation in crime reduction activities could generate more job openings for nonuniformed workers, such as meter maids, clerical workers, computer workers, teachers, social workers, and service workers than for uniformed personnel. About half of these jobs would not require stringent physical and other qualifications.

The report also concluded that there is an urgent need to evaluate the entire criminal justice system—the police, the courts, the probation-parole activities, and the correctional institutions—as a whole, since unbalanced growth in one part of the system may exacerbate problems in other parts of the system.

3. *Utilizing Persons with Engineering Backgrounds in the Health-Related Industries.* This study analyzed the potentials of the health industry to provide jobs for unemployed defense- and space-related engineers and scientists. The work-related characteristics of unemployed engineers were compared with those of engineers and related workers—such as systems analysts, operations researchers, and administrative workers—in the health industry. The number of employment opportunities for such workers and the total supply from all sources were estimated to assess potential opportunities for engineers from defense production and space activities. Potential opportunities were assessed in terms of two alternatives projections: (1) A "job vacancy" estimate relying on normal growth and replacement demands, which results in an anticipated 6,000 job openings in 1972–75; and (2) a "job development" projection based on expanding Federal programs in the health services industry which estimated about 15,000 job openings in the 3-year period. Of course, unemployed and underemployed engineers would be competing for these jobs with other candidates with different but notable qualifications.

An active job development program would concentrate on opportunities for persons with engineering backgrounds as management engineers in health facilities and as nonprofessional managers in hospitals, and on opportunities in the biomedical equipment manufacturing industry. For engineers who were originally technicians, largely engineers without the bachelor's degree, opportunities exist in scientific and engineering technology in health-related contexts and in medical technology.

4. *Priorities for Research in Anticipating the State-Local Government Employment Resulting from the Federal Grants-in-Aid System.* This study examined the impact of Federal activities in selected States and localities and compared the occupational needs these activities have generated with the occupational patterns for the entire government program. Projections were made of State and local government employment for each program area based on estimates of future workloads and trends in the quality and scope of services.

The priorities for research to develop a manpower planning system to anticipate the job-creating effects of grants-in-aid would include: (1) Research to devise an employment matrix relating public employment to expenditures in each of the major State and local activities; (2) research to establish a comprehensive occupational classification system for each major employment area in State-local government consistent with the standard occupational classification systems; (3) research to define and apply adequate productivity measures in the different activities conducted by State-local governments; (4) case studies of selected grant-supported programs to find out how activities supported by Federal aid and the employment they create resemble or differ from other State-local government activities in the same area; (5) research to utilize the case

study findings to develop a grants-in-aid employment matrix relating expenditures in each major area to employment by occupation; (5) a survey of a sample of State-local government units to ascertain how their activities would change if revenue sharing were to become a substitute for or a supplement to the present grants system; and (7) research to develop alternative manpower projections showing how different priority choices implemented through the grants system in the next 5 or 10 years would affect public employment by occupation in State and local governments.

5.50 NEW YORK STATE DEPARTMENT OF LABOR
ALBANY, N.Y.

Grant 92-36-72-19

James Dixon, Office of Research & Statistics

Selected Aspects of 1971 New York State Legislative Provisions on Public Assistance Employables

This study presents data on persons affected by amendments to New York State welfare legislation which became effective on July 1, 1971. These include provisions that require certain welfare recipients who are determined employable by the New York Department of Social Services to register with the New York State Employment Service and to appear in person at the ES office every 2 weeks to pick up their public assistance grants, which are conditioned on their receiving special employment services and performing work relief jobs if they are not placed in regular jobs or training.

The tabulations provide data on all welfare recipients referred to the Employment Service by the Department of Social Services during September 1971, who accepted ES service, were not in the Work Incentive program and were not placed in jobs. Detailed data are provided on a 5-percent random sample of individuals in 10 urban areas—New York City and the counties of Nassau, Suffolk, Westchester, Erie, Niagara, Monroe, Onondaga, Oneida, and Albany.

5.51 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, O.

Grant 91-37-71-44

Dr. J. Peter Mattila, Department of Economics

The Impact of Extending Minimum Wages to Private Household Workers

This study attempted to analyze the potential impact of an extension of minimum wage legislation to cover household maids and servants. If the minimum is set too high, some economists have warned, households will cut back on their demand for maids, substituting commercial services and household appliances.

Ohio State's longitudinal labor market survey data (see 4. 17) and Current Population Survey data were used to estimate the level and distribution of domestics' wages. Regression techniques were used to estimate a demand function for household help.

The investigator found that demand for maids is very responsive to increases in the wages of maids. A wage increase of 1 percent reduced demand by 2.4 percent, controlling for household income, the cost of substitutes for maids, and female participation rates. Trends in wages and employment over 70 years were shown to reinforce this finding. Wages of domestics have risen very rapidly relative to the costs of substitutes for maids, resulting in a substantial decline in employment of maids per household.

Based on these findings, the investigator estimated that a relatively high minimum wage, such as $1.60 an hour, would reduce the effective demand for maids by 40 percent if enacted in 1971. A minimum of $1.20 would result in a decline in demand of 15 percent. These projections, the report noted, are conditional upon the law being complied with and enforced. He anticipated that a high minimum wage would create extremely high costs for a large proportion of maids in the form of shorter and fewer workdays and lower annual incomes.

5.52 TRANSCENTURY CORPORATION
WASHINGTON, D.C.

Contract 81-11-71-08

David S. North

Alien Workers: A Study of the Labor Certification Program

This study examined the Department of Labor's alien labor certification program. Information was ob-

tained by interviewing persons who have worked with the program, reviewing the literature, and analyzing statistical and other data relating to immigration into the United States.

It was found that the labor certification program has no impact on the macro labor market and only limited effect on the micro labor market. Only about 59 percent of the certifications are utilized, about 45 percent simply legalize the presence of workers already here, and there is no control over the worker's employment after he arrives in the United States.

It was concluded that the program, as an experiment, has continued long enough to make the judgment that an alternative approach is needed.

5.53 YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-71-03

Dr. Richard Weisskoff et al.

A Multi-Sector Simulation Model of Employment, Income, and Economic Growth in Puerto Rico: A Reevaluation of "Successful" Development Strategy

This study examined the historical effects of economic growth on income distribution and employment mix in Puerto Rico, applying a comparative static input-output model, augmented to include detailed income and skill classes. The objective was to ascertain whether the drive to increase exports and raise the standard of living had undercut the objective of increasing employment.

It was found that 1963 production would have required 84 percent more workers than in 1953 had there been no technological changes. Instead, interindustry shifts and rising productivity held the increase to 60 percent of the potential. Ironically, it was not the new export industries which offered employment to workers displaced from agriculture and the needlework trades, but government, trade, personal services, and construction. However, many of the displaced workers migrated to the United States because they had no income and no skills that could be used in Puerto Rico. Thus, the increases in living standards that were sought occurred mostly among upper middle class persons. Had the income increases been more evenly distributed, there would have been even weaker labor absorption and higher outmigration the researchers concluded.

Projections to 1980 of different growth patterns—"balanced" growth, an export boom, and a construction boom—indicated that all would bring further displacement of unskilled men and expand the employment of higher skilled women. Thus, the researchers concluded that a new strategy was needed which would maximize domestic employment instead of emphasizing increases in income.

REPORTS

5.54

Agriculture, U.S. Department of, Graduate School—Robert B. Schwenger, No. 91-09-70-61.

A Conceptual Framework for Measurement of the Impact of Foreign Trade on Workers

NTIS—PB 198579.

5.55

Bowdoin College—John C. Donovan, No. 91-21-69-43.

British Manpower Policy and the Process of Institutional Change

NTIS—PB 194699.

5.56

Kentucky, The University of, Research Foundation—Niles M. Hansen, No. 81-19-68-17.

Urban and Regional Dimensions of Manpower Policy

NTIS—PB 186252; *Rural Poverty and the Urban Crisis—A Strategy for Regional Development,* Indiana University Press, Bloomington, Ind. ($12.50); "Urban Alternatives for Eliminating Poverty," *Monthly Labor Review,* August 1969, pp. 46 47.

5.57

National Bureau of Economic Research, Inc.—Finis Welch and Marvin Kosters, No. 91-34-70-58.

An Analysis of (1) The Cyclical Stability of Aggregate Employment and (2) the Effects of Federal Minimum Wage Legislation on Teenage Employment

NTIS—PB 202404.

5.58

National Planning Association—No. 81-09-70-16.

Manpower Implications of New Legislation and New Federal Programs:

Report No. 1, The Family Assistance Plan: Its Impact Upon the State Employment Services, by Morris Cobern

NTIS—PB 197366.

Report No. 2, Manpower Needs in State and Local Public Safety Activities: The Impact of Federal Programs, by Morris Cobern

NTIS—PB 206876.

Report No. 3, Utilizing Persons with Engineering Backgrounds in the Health-Related Industries, by Leonard A. Lecht and Morris Cobern

NTIS—PB 211439 ($5.45).

Report No. 4, Priorities for Research in Anticipating the State-Local Government Employment Resulting from the Federal Grants-in-Aid System, by Leonard A. Lecht

NTIS—PB 211440 ($4.50).

5.59

New York State Department of Labor—James Dixon, No. 92-36-72-19.

Selected Aspects of 1971 New York State Legislative Provisions on Public Assistance Employables

MA/ORD.

5.60

Ohio State University Research Foundation, The—J. Peter Mattila, No. 91-39-71-44.

The Impact of Extending Minimum Wages to Private Household Workers

NTIS—PB 204585.

5.61

TransCentury Corporation—David S. North, No. 81-11-71-08.

Alien Workers: A Study of the Labor Certification Program

NTIS—PB 202827.

5.62

Urban Institute, The—Charles C. Holt, Nos. 82-09-68-44 and 92-11-72-36.

Inflation, Unemployment and Manpower Policy

The Urban Institute, Washington, D.C., 1970.

Report 1: "How Can the Phillips Curve Be Moved to Reduce Both Inflation and Unemployment?" and "Job Search, Phillips' Wage Relations, and Union Influence: Theory and Evidence," *The Microeconomic Foundations of Employment and Inflation Theory*, Edmund S. Phelps, ed., W. W. Norton & Company, Inc., New York, 1970 ($9.50).

Report 2: "Improving the Labor Market Trade-Off Between Inflation and Unemployment," *The American Economic Review*, May 1969, pp. 135146 (Urban Institute Reprint 11-350-3).

Report 3: *The Unemployment-Inflation Dilemma: A Manpower Solution*, by Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith (Urban Institute Monograph, 38-350–27, 1971).

Report 4: "Manpower Programs to Reduce Inflation and Unemployment: Manpower Lyrics for Macro Music" by Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith (Urban Institute Paper, 350–28, 1971).

Report 5: "Job Search, Labor Turnover, and the Phillips Curve: An International Comparison," by Charles C. Holt, C. Duncan MacRae, and Stuart O. Schweitzer, *American Statistical Association, 1970, Proceedings of the Business and Economics Section*, pp. 560-564 (84-350–24, 1971).

Report 6: "A Job Search-Turnover Analysis of the Black-White Unemployment Ratio," by Ralph E. Smith and Charles C. Holt, Industrial Relations Research Association, *Proceedings of the Twenty-Third Annual Winter Meeting* pp. 76-86 (69-350–26, 1971).

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Report 8: "Economic Subsidies in the Urban Ghetto," by Robert W. Crandall and C. Duncan MacRae, *Social Science Quarterly*, December 1971, pp. 492–507.

Report 9: "Foregone Earnings During Manpower Training," by Ralph E. Smith (Urban Institute Paper, 350–11, 1970).

Report 10: "An Economic Evaluation of Urban Development," by C. Duncan MacRae *Explorations in Ur-*

ban Land Economics John C. Lincoln Institute, 1970, pp.27–50 (Urban Institute Reprint 27–350–14);

Report 11: "Education and Labor Force Participation of the Poor," by Stuart O. Schweitzer (Urban Institute Paper, 350–15, 1970).

Report 12: "The Opportunity Cost of Participating In A Training Program," by Ralph E. Smith, *Journal of Human Resources*, Fall 1971, pp. 510–519 (Urban Institute Reprint 79–350–22).

Report 13: "Help Wanted Advertising, Aggregate Unemployment, and Structural Change," by C. Duncan MacRae and Stuart O. Schweitzer, Industrial Relations Research Association, *Proceedings of the Twenty-Third Annual Winter Meeting*, pp. 87–96 (Urban Institute Reprint, 350–23, 1971).

Report 14: "A Manpower Approach to the Unemployment-Inflation Dilemma," by Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith, *Monthly Labor Review*, May 1971, pp. 51–54 (Urban Institute Reprint 70–350–25, 1971).

Report 15: "Manpower Proposals for Phase III," by Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith, *Brookings Papers on Economic Activity*, 3: 1971, pp. 703–734 (Urban Institute Reprint, 96–350–46).

5.63

Wisconsin, The University of—Gerald G. Somers and J. Kenneth Little, No. 81-53-68-41.

Cost-Benefit Analysis of Manpower Policies, Proceedings of a North American Conference

Industrial Relations Centre, Queens University, Kingston, Ontario, Canada ($5).

5.64

Wisconsin, The University of—Jack Barbash, No. 91-53-68-33.

Trade Unions and National Economic Policy in Western Europe and the United States

NTIS—PB 195405; The Johns Hopkins Press, Baltimore, Md. (in process); PRISMA, Sweden (in process).

5.65

Yale University—M. Harvey Brenner, No. 81-07-69-22.

Time-Series Analysis of Relationships Between Selected Economic and Social Indicators

Vol. 1: Text and Appendices

NTIS—PB 199900.

Vol. 2: Detailed Graphic Analyses

NTIS—PB 199899.

5.66

Yale University—Richard Weisskoff et al., No. 91-09-71-03.

A Multi-Sector Simulation Model of Employment, Income, and Economic Growth in Puerto Rico: A Reevaluation of "Successful" Development Strategy

NTIS.

• See also projects 1.185, 1.197, 3.7, 3.59, 3.63, 4.9, 4.12, 4.23, 4.24, 4.35, 4.36, 4.51 6.8, 6.43, 6.56, 6.58, 6.70, 6.75, 6.79, 6.83, 6.93, 6.96, 6.98, 6.101, 6.108, 6.130, 6.143, 6.147, 6.157, 6.160, 6.172, 6.173, 6.179, 6.192, 6.201, 6.208, 6.213.

PLANNING AND ADMINISTRATION OF MANPOWER PROGRAMS

(In addition to utilization of R&D findings, includes staff development, interagency relations, development of planning techniques, impact of manpower programs)

ONGOING PROJECTS

5.67 THE BROOKINGS INSTITUTION WASHINGTON, D. C.

Grant 92-11-72-20

Dr. Leonard H. Goodwin

Design of a Demonstration Project to Test the Use of a Voucher System

This project will develop the major parameters and design elements of a research and demonstration project that can serve as an action research proposal. The focus of the project will be the use of a so-called

voucher system by clients of manpower programs for the purchase of basic education, vocational training, or other manpower services.

The grantee will review available concept papers and related documents and interview manpower program administrators and operating staffs and officials at local levels as a means of identifying the objectives and major questions to be addressed in the design of a voucher experiment.

Grant period: May 15, 1972, through August 15, 1972.

5.68 BUREAU OF ECONOMIC ANALYSIS U.S. DEPARTMENT OF COMMERCE WASHINGTON, D.C.

Contract 71-11-72-02

Robert Graham, Regional Economics Division

Development of Methodology for Use of Social Security Data

This study is developing methods for trend analyses of labor force entries, exits, and migration for local areas, using the Social Security Administration's Continuous Work History (CWHS) file.

There are two phases to this study. In the first phase, the CWHS will be tested for comparability with various other data sources including the 1970 Census of Population, Bureau of Labor Statistics data on employment in nonagricultural establishments, unemployment insurance records, and the censuses of industry.

After the accuracy of the CWHS data has been determined, the study will develop a methodology for estimating labor turnover in labor market areas. The focus will be on estimating migration into and out of labor market areas and estimating job change within labor market areas. Migration and labor force turnover will be analyzed in relation to income levels, employment opportunities in the areas, and other variables.

Contract period: January 1, 1972, through September 30, 1972.

5.69 COLUMBIA UNIVERSITY NEW YORK, N.Y.

Grant 92-34-70-16

Valerie Jorris, School of Social Work

An Assessment of the Reciprocal Contribution of Social Work Expertise and Manpower Programming

This grant will explore and delineate the ways in which academic social work expertise and manpower program operations can contribute to and supplement each other's role, function, and goals.

The grantee is operating a laboratory for community programing which will serve as the field placement office (3 days per week) for six to eight graduate students. The laboratory would facilitate the assignment of graduate social work students in State and city manpower agencies, in demonstration programs with manpower components, and on special assignments to the Manpower Administration. At the conclusion of the project, special monographs are to be produced to facilitate use of the project findings by social work schools and manpower agencies.

Grant period: June 30, 1970, through June 30, 1973.

5.70 HARVARD UNIVERSITY CAMBRIDGE, MASS.

Grant 92-25-72-03

Peter B. Doeringer, John F. Kennedy School of Government

Project for Developing Experimental and Demonstration Programs of Training, Research, and Technical Assistance for Manpower Program Administrators

This project is to develop a program of supportive training and related research and technical assistance for manpower officials and administrators and manpower specialists at the Federal, State, and local levels as well as for regularly enrolled university students. The primary objective of the project is to develop and test the feasibility of various manpower curricula, institutional formats, and associated research and technical assistance activities directed at the training and updating of potential new as well as established manpower officials and practitioners in the field of manpower.

More specifically, the project will develop basic course curriculums; experiment with a variety of training arrangements designed for flexibility in meeting the most urgent training needs of State and local manpower program administrators who cannot be spared from their administrative responsibilities for conventional two-semester programs; devise programs of conferences, seminars, research workshops, internships, research, and technical assistance activities for the education and training of manpower administrators with

emphasis on relating academic work to practical experience with manpower policy problems and with resulting technical assistance to Federal, State, and local manpower agencies; and develop suitable procedures for broad dissemination of the teaching, research, and technical assistance findings developed.

Grant period: October 22, 1971, through September 15, 1973.

5.71 INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.,

BUREAU OF LABOR STATISTICS

U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contracts 82-11-71-11 and 82-36-71-17

Elwood Taub, Institute of Public Administration; Bureau of Labor Statistics

State Salary Comparability Study

The State salary comparability project is developing an information base on private industry salaries necessary to establish fair and equitable salaries for State employees. The project includes five occupational wage surveys by the Bureau of Labor Statistics patterned on the national Professional, Administrative, Technical, and Clerical (PATC) survey used for Federal comparability pay purposes, with the results of the BLS surveys made available to State officials.

To complement the BLS portion of the State salary comparability project, the Institute of Public Administration (IPA) will chronicle the project, including an analysis of pre-existing salary situations and adjustment procedures and the utilization of data developed by this project. The specific objectives of IPA's efforts are to: (1) Provide a chronicle of events, describing the results of meetings between Federal and State officials regarding the project; (2) assess the events and factors bearing upon the utilization of the surveys by the State officials and the State legislatures; and (3) indicate the steps to be considered by the Manpower Administration for future studies of a similar nature.

Cooperative working relationships have been initiated with the U.S. Civil Service Commission, which has control responsibility for Federal coordination of these types of projects under the Intergovernmental Personnel Act.

Completion is scheduled for February 1973.

5.72 MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Contract 51-24-70-01

Dr. Percy Bates and Dr. Jesse Gordon

A Systems Approach to A Taxonomy of Disadvantagement

Capitalizing on the grantee's knowledge of the operation of manpower projects and the work-related characteristics of the disadvantaged, this project examines the concepts of disadvantagement and applies the methodology to the development of a model for better assisting the disadvantaged in manpower programs. The various stages at which decisions are made—intake, training, counseling, and job placement—are examined in terms of the perspective and characteristics of the disadvantaged person seeking employment. The researchers believe that their model will provide a somewhat different approach to the operation of a manpower project which will result in more effective and more individualized employment assistance.

Completion is scheduled for August 31, 1972.

5.73 MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Grant 92-26-72-33 (formerly Contract 82-24-70-23)

Dr. Jesse Gordon and Dr. Harvey Bertcher

Facilitating Manpower Agencies' Ability to Adopt New Procedures

This represents a continuation of work previously conducted along three tracks:

1. Staff/Program Development in Manpower Agencies, the principal activity, is to develop methods to increase the openness of manpower agencies to innovations in services, increase resources within agencies to create and implement staff and program development activities, and facilitate the decentralization of manpower services through increasing skills for program planning at the local level.

2. Group Leadership Techniques is to follow up to determine application problems and effectiveness of

agency use of training materials developed under the previous contract to prepare manpower agency staff to conduct group work, and to encourage diffusion and utilization of such methods.

3. Simulation-Imitation Audiotapes is to revise materials prepared in earlier work for the Manpower Administration, based on feedback from field trials, and to follow up, diffuse, collect data, and analyze the utilization of the simulation-imitation materials.

Products: *Role Modeling, Role Playing: A Manual for Vocational Development and Employment Agencies.*

Simulation-Imitation Audiotapes: Self-administered course for manpower agency staff members in the use of these techniques for work with program participants; tapes and workbook under revision.

Group Leadership Techniques: Filmed course with workbook for use by manpower agencies.

Completion is scheduled for June 1973.

5.74 MICHIGAN STATE UNIVERSITY EAST LANSING, MICH.

Contract 82-26-71-44

Dr. Dale E. Hathaway, Department of Agricultural Economics

Rural Manpower Policy Research Group

The objective of this project is to provide, to the Department of Labor, research and consultation directed toward the formulation of policies and programs to improve rural manpower services. A related objective is to bring ongoing and future research on rural manpower problems more closely into policy focus by increasing the interaction between research designers and policy and program planners through seminars and conferences.

The contractor has planned and conducted seminars and conferences aimed at improving the application of research findings to current and forthcoming policy issues. To date, one conference has been held on rural labor market information; another conference in June 1972 dealt with methods of improving delivery of rural manpower services. Other seminars were scheduled during the summer of 1972.

In addition, the contractor has been providing reviews of research findings, preparing policy papers, and providing consultation services to assist the Department of Labor in its efforts in rural manpower service.

Completion is scheduled for September 1972.

5.75 UNIVERSITY OF PITTSBURGH PITTSBURGH, PA.

Grant 92-42-72-29

Dr. James Craft

Analysis of R&D Approaches and Findings on Public Service Employment for Employability Development

This project will conduct a series of research analyses based upon the experiences and data of the "Vermont Research and Development Manpower Project" (see 1.141), as a means of determining outcomes and of developing program/policy guides and practices needed to facilitate and make more effective future programs of public service employment for welfare recipients and other low-income persons.

The grantee will: (1) Monitor the project data collection to insure the planned research data base; (2) guide the data analyses to meet the planned research design; and (3) prepare interpretative reports and monographs on the findings.

Grant period: June 1, 1972, through August 31, 1973.

5.76 TEMPLE UNIVERSITY PHILADELPHIA, PA.

Contract 41-1-002-42

Dr. Richard D. Leone, Department of Management

Employability Development Teams and Federal Manpower Programs: A Critical Assessment of the Philadelphia CEP's Experience

This research seeks to determine whether employability development teams, specifically those established in the Philadelphia Concentrated Employment Program, improve the delivery of manpower services. Data are being gathered in interviews with CEP enrollees, team members, and employers, and statistics on program operations are being analyzed to determine the relative effect and impact of the services upon the clients.

Completion is scheduled for December 1972.

5.77 UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Grant 92-49-72-16

Dr. Garth L. Mangum, Human Resources Institute

Relocation Assistance as a Component of a Comprehensive State and Local Manpower Program: Examination of Experience and Development of Planning Guides

This project will analyze experience with projects providing relocation assistance to workers, to develop guidelines for using relocation assistance as part of decentralized, decategorized manpower programing. The grantee will collect and analyze papers and reports on worker relocation and prepare an advance conceptual and planning guidance paper, raising and analyzing issues. After review of the issues with staff of the Office of Research and Development and others with significant exposure in worker relocation and comprehensive manpower programs, the grantee will prepare a policy paper for use by State and local manpower planners and administrators.

Grant period: May 1, 1972, through November 30, 1972.

COMPLETED PROJECTS

5.78 THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Contract 51-11-72-01

Dr. Leonard H. Goodwin

Conference on Manpower Services for the Welfare Poor: Summary of Findings and Discussion

This report describes a conference which was prompted by the accumulation of a considerable body of knowledge resulting from research studies funded by the Manpower Administration dealing with the motivation, training, and employment experience of welfare recipients and working poor persons. Conference participants included researchers and Federal planners and administrators of manpower service programs for welfare recipients.

The objectives of the conference, held November 14–16, 1971, were to: (1) Summarize research findings for the administrators and analyze the relevance of the findings to current planning and programs; (2) consider how the results of the research can be translated into actions and policies to increase the effectiveness of programs providing manpower services to welfare recipients and the effectiveness of any future programs that could develop as a result of new legislation under consideration; (3) suggest alternative policies and programs as they emerge from research findings; and (4) identify additional research requirements for future study.

An outline of the findings most interesting to administrators is provided, as well as expanded discussions of these findings and related issues. Discussions regarding the relation of researchers to administrators, areas for further research, and edited excepts from the conference transcript are also included.

5.79 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 82-11-71-06

Laure M. Sharp and Gene Petersen

Staffing in Manpower Training Programs: A Report from the National Inventory of Manpower Programs

This study obtained information on the staff employed by prime contractors of manpower projects sponsored by the Department of Labor. Data were collected and analyzed on the numbers of persons employed, salaries paid, and background characteristics of staff in these projects. Such items as educational background, employment experience, age, sex, race, and primary project duty were included.

5.80 COUNCIL ON SOCIAL WORK EDUCATION
NEW YORK, N.Y.

Grant 92-34-70-13

Training Materials on Manpower Issues: To Enhance the Manpower Competence of Professional Social Workers

This grant explored the feasibility of having faculty members in schools of social work help master's degree candidates deepen their knowledge of manpower problems and increase their skill in working with manpower program personnel in restoring dependent unemployed persons to productive and useful work.

The grantee reviewed literature in social work and manpower subjects to develop a framework for a man-

power source book; interviewed personnel in social and manpower agencies to identify issues and problems; and surveyed schools of social work to ascertain what is being taught and in what courses and to obtain copies of training materials now in use. The grantee met with representatives of the participating graduate schools and of selected undergraduate programs to obtain help in identifying materials for the source book.

A brief report entitled, "The Development of A Source Book on Manpower For Use By Social Workers," summarizes the source book, which should be ready for distribution in November 1972.

5.81 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Contract 51-36-71-04

Dr. Daniel E. Diamond, Department of Economics

A Feasibility Study of the Impact of Manpower Placement and Training Programs on Low-Wage Industries and Occupations

This research explored the feasibility of conducting a study of the effects of manpower placement and training programs on low-wage industries and occupations.

Data collected from a convenience sample of trainees terminated from Work Incentive and Concentrated Employment Programs indicated that the contemplated research could not be satisfactorily executed. No measureable impact of manpower programs could be detected in the low-wage industries and occupations for which data were obtained.

5.82 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Contract 81-34-69-16

Dr. David Rogers and Roslyn Menzel, Graduate School of Business Administration

Interorganizational Relations and Inner-City Manpower Programs

How politics and administration affect the delivery of manpower services was the subject of this 2-year comparative study of inner-city manpower agencies in Cleveland, New York, and Philadelphia. (For an earlier study by the same researchers, see 5.90.) The main source of data was intensive interviews with top agency officials and program directors, academic consultants, and citizen groups. Three main issues were examined: (1) Conflicts between the mayor and the governor and between the mayor and suburban and county officials; (2) political-managerial conflicts among commissioners, program directors, and other civil servants who actually administer programs; and (3) competing claims for manpower programs and services of various client groups.

The three cities differed in the extent of manpower coordination—one far along the way to developing a unified manpower delivery system; another fragmented and the least far along; and the other somewhere in between. An important feature of the coordinated delivery system of one city was that it existed outside city hall. Continued conflicts between the mayor and suburban politicians, the short mayoral term of office, a city council representing various local neighborhood needs and interests which would delay and block city-wide programs, and the general divisiveness between the city and county organizations made it senseless to have the mayor and city hall as the center of a coordinated manpower delivery system. Instead, an elite establishment base—metropolitan area employers and top officials of the public employment service, the board of education, and the city's public and private manpower agencies—initiated and sustained the necessary linkages that pulled together all the main "downtown" institutional participants. This led the researcher to recommend that when conditions do not justify city hall as a prime sponsor, and it is not possible to have a joint city-suburban consortium of mayors, a nonprofit corporation model including all the main institutional participants and large employers is a viable option.

Another city's situation is described in the report as "a manpower jungle," with various coalitions of city government, manpower agencies, educational institutions, community groups, and others reflecting differences in religion, ethnicity, social class, and outlook. The resulting amount of fragmentation, duplication, political in-fighting, and inefficiency warrants, in the opinion of the author, another type of model involving all of the major power centers—city hall, businessmen, board of education, public and private manpower agencies, ghetto agencies, and other private sector groups—no one of which should be a prime sponsor, yet tied together by respected organizations in the city.

The analysis of the remaining city focused on the efforts of one agency to design and implement a comprehensive manpower system. While progress had occurred, the researcher concluded that no particular agency was qualified as a prime sponsor, and that the

Cooperative Area Manpower Planning System (CAMPS) mechanism should become the center of policy and program planning for the city.

Guidelines for improving manpower services generic to all of the cities in the study include: (1) Program priorities should be set up based on analysis of the local and regional economy, the needs of the target population, and existing legislation. (2) In setting up a delivery system, it is better to work with existing manpower agencies than to develop entirely new structures, and all involved agencies should contribute to designing the system. (3) After setting program priorities, consensus should be reached concerning appropriate agency specialization—city hall for public sector jobs and training; employer consortium for private sector jobs; public employment service for counseling, testing, and job bank, for example. Flexibility and trade-offs often are necessary. (4) Major changes in the public employment service are required for local inner-city manpower systems to work effectively.

5.83 THE PENNSYLVANIA STATE UNIVERSITY UNIVERSITY PARK, PA.

Contract 81-40-70-06

Dr. Louis Levine

The Management of Manpower Programs in Urban Areas: An Information System

This report examines alternative models for a local manpower information system. The report concludes that the most desirable option is a merged individual file system (MIFS), in which data from each operating agency would be transmitted to a central source. The central source would be responsible for the processing and distribution of the data.

The report points out that while a MIFS is technically feasible, its implementation is a long way off. In order to achieve a MIFS, the report recommends, first, a cataloging of all data and information flows currently existing within and between local agencies. Second, standard definitions should be developed and computer processing introduced. The final stage would be a fully computerized MIFS involving maximum standardization and the complete merging of individual files.

5.84 UNIVERSITY OF UTAH SALT LAKE CITY, UTAH

Contract 82-49-71-20

R. Thayne Robson and Garth L. Mangum, Human Resources Institute

Proceedings of National Conference on State and Local Manpower Planning, April 28–30, 1971, Salt Lake City, Utah

The conference held under this project convened approximately 250 representatives of Federal, State, and local governments and universities to examine the planning of manpower action for meeting State and local needs.

Conference papers were presented on four major subjects: Principles and Problems of Manpower Policy Planning; Appropriate Roles in Manpower Planning and Administration; State and City Manpower Organization—Case Studies; and Alternative Models for Manpower Planning.

The report also describes the systems by which 48 of the 50 States currently coordinate and control the planning and administration of manpower activities. Only seven States, most of them small, were found to give the planning body any voice in the allocation of funds for manpower programs or in the control of operations.

REPORTS

5.85

Arizona State University—No. 43-8-014-13.

Participant-Observer Methodology

NTIS—PB 201217.

5.86

Brookings Institution, The—No. 51-11-72-01.

Conference on Manpower Services for the Welfare Poor: Summary of Findings and Discussion

NTIS—PB 210334.

5.87

Bureau of Employment Security—No. 82-09-66-82.

Extending Employment Services to Older Workers Through Neighborhood Centers Manned by Volunteers

NTIS—PB 199523.

5.88

Bureau of Social Science Research, Inc.—Laure M. Sharp and Gene Peterson, No. 82-11-71-06.

Staffing in Manpower Training Programs: A Report from the National Inventory of Manpower Programs

MA/ORD.

5.89

Case Western Reserve University—Melvin E. Allerhand, Frank Friedlander, James E. Malone, Herman Medow, and Marvin Rosenberg, No. 41-7-002-37.

A Study of Impact and Effectiveness of the Comprehensive Manpower Project of Cleveland (AIM-JOBS)

Vol 1: Summary

NTIS—PB 190037.

Vol. 2: Technical Report

NTIS—PB 190038.

Vol. 3: Appendices

NTIS—PB 190039.

5.90

Cornell University—David Rogers, with the assistance of Faith Kortheuer and Roslyn Menzel, No. 81-34-68-39.

An Exploratory Study of Interorganizational Relations

NTIS—PB 184848.

5.91

Council on Social Work Education—No. 92-34-70-13.

The Development of a Source Book on Manpower for Use by Social Workers

NTIS—PB 209241.

5.92

Manpower Science Services, Inc.—No. 82-24-70-23.

Role Modeling, Role Playing: A Manual for Vocational Development and Employment Agencies

NTIS—PB 199840.

5.93

Michigan State University—Michael E. Borus, No. 91-24-66-30.

Research to Demonstrate the Uses of Unemployment Insurance Wage Reports

"A Benefit-Cost Analysis of the Neighborhood Youth Corps: The Out-of-School Program in Indiana," *The Journal of Human Resources*, Spring 1970, pp. 139–159; "Response Error and Questioning Technique in Surveys of Earnings Information," *Journal of the American Statistical Association*, June 1970, pp. 566–575; "Using Unemployment Insurance Wage Reports as a Data Service," *Monthly Labor Review*, July 1970, pp. 66–68.

5.94

Michigan, The University of and Wayne State University—Louis A. Ferman, No. 91-24-66-03.

Community Organization and the Mobilization of Resources for Manpower Development Programs

NTIS—PB 188780.

5.95

Mississippi State University—No. 82-26-69-17.

A Training Manual in Human Resource Development

NTIS—PB 199482.

5.96

National Industrial Conference Board—Maria Elena Gonzalez, No. 81-34-66-13.

An Optimal Sample Design for a Job Vacancy Survey

NTIS—PB 179316.

5.97

New York University—No. 51-36-71-04.

A Feasibility Study of the Impact of Manpower Placement and Training Programs on Low-Wage Industries and Occupations

NTIS—PB 206884.

5.98

New York University—David Rogers and Roslyn Menzel, No. 81-34-69-16.

Interorganizational Relations and Inner-City Manpower Programs

NTIS—PB 211085 ($6).

5.99

North Texas State University—Sam B. Barton, No. 91-46-68-38.

The Use of Workmen's Compensation Statistics as a Measure of Underwriter Performance

NTIS—PB 188353.

5.100

Pennsylvania State University, The—Jacob J. Kaufman and Louis Levine, No. 81-40-69-06.

University Manpower Research Seminar for the Stimulation of Professional Research Interest

NTIS—PB 188363.

5.101

Pennsylvania State University, The—No. 81-40-70-06.

The Management of Manpower Programs in Urban Areas: An Information System

NITS—PB 210652.

5.102

Planning Research Corp.—Norman Jones and others, No. 81-05-68-06.

1. A Model for Manpower Training Evaluation

NTIS—PB 201102.

2. Social Security Data: An Aid to Manpower Program Evaluation

NTIS—PB 200455.

5.103

System Development Corporation—Marvin Adelson, Joseph Fink, and Harvey M. Adelman, No. 81-05-68-28.

Manpower, Adjustment, and the System

NTIS—PB 192678.

5.104

Utah, University of—No. 82-49-71-20.

Proceedings of National Conference on State and Local Manpower Planning, April 28–30, 1971, Salt Lake City, Utah

NTIS.

5.105

Wisconsin, The University of—No. 92-53-70-04.

Interagency Cooperation and Institutional Change

NTIS—PB 199511.

• See also projects 1.2, 1.6, 1.19, 1.91, 1.146 1.174, 1.176 to 1.180, 1.187 to 1.194, 1.201 to 1.203, 1.205 to 1.209, 5.45, 5.62, 6.42, 6.81, 6.89, 6.95, 6.102, 6.129, 6.146, 6.163, 6.181, 6.207.

Utilization of R&D Findings

ONGOING PROJECTS

5.106 AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Contract 82-11-72-02

Dan Skoler

Utilization of Findings on Offender Employment Restrictions

The principal objective of the project is to develop a program which will seek to help remove formal barriers to employment of ex-offenders through utilization of existing research and demonstration studies, materials, findings, and recommendations of the Department of Labor and other agencies and organizations.

The contractor will collect and gather numerous studies, monographs, findings, results, and analyses from the Department of Labor, and from various organizations and agencies, dealing with formal barriers to employment of ex-offenders for dissemination to local chapters of the American Bar Association, as well as to other interested persons and organizations. Initially, the contractor will draw together, package, and distribute material relating to offender rehabilitation problems and suggested solutions from the prisoner training program, pretrial intervention projects, the Georgetown University Institute of Criminal Law and Procedure study of statutory and regulatory restrictions on offender employment (see 3.9), and other studies completed or still underway.

Contract period: August 9, 1971, through February 9, 1973.

5.107 AMERICAN VOCATIONAL ASSOCIATION
WASHINGTON, D.C.

Contract 82-11-71-37

Lowell A. Burkett

Translating Manpower Research and Development Findings into Action in Vocational Education

This project seeks to stimulate use of manpower research and development findings by teachers and administrators of vocational education and to develop better methods and techniques of communication with this audience. The principal medium of communication consists of a special section in each issue of the *American Vocational Journal* devoted to the findings of manpower research and development findings and their significance for vocational educators. This section is prepared with the advice and guidance of a review panel which includes representatives of the major groups of the AVA membership. In addition, the project director and the review panel will periodically canvass 50 leaders in the fields of vocational and technical education who have been appointed by the executive director of the AVA to obtain reactions to the material presented in the Journal from colleagues and other interested persons.

Completion is scheduled for June 30, 1973.

5.108 THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Contract 82-04-71-27

Lawrence R. Klein, Bureau of Economic and Business Research

Expanding the Benefits of Completed Manpower Research Products

This project is to explore methods for increasing the utilization of the findings of research projects. Through the use of multidisciplinary teams of graduate students, selected reports or groups of reports on closely related topics will be put into shape for use by specific audiences.

The contractor is to prepare guidelines, for use by the Manpower Administration, to assist researchers in presenting their findings in the most effective way.

Contract period: June 1, 1971, through June 30, 1973.

5.109 CRIMINAL JUSTICE RESEARCH, INC.
CAMBRIDGE, MASS.

Grant 92-25-72-18

Roberta Rovner-Pieczenik

An Assessment of the Manpower Effort in the Criminal Justice and Correctional Setting

The purpose of this grant is to pull together the knowledge, experience, and results of several projects, both ongoing and completed, sponsored by the Office of Research and Development, which have focused on the criminal justice system, its institutions, and the accused and/or incarcerated offender. These projects cover a variety of policy issues, problems, and breakthroughs.

A "state-of-the-art paper" will be prepared as a final product of this project, which will be a synthesis-analysis of the role that research and development work has played in the criminal justice and corrections setting. The synthesis-analysis will identify the steps in the corrections process where manpower programs have intervened; examine the historical development of the Manpower Administration's involvement with offenders; analyze in depth what has been learned about building a system for handling the manpower problems of criminal offenders; and identify gaps in knowledge, suggest necessary refinements in programing, and propose recommendations for policy.

Grant period: June 15, 1972, through October 30, 1972

5.110 HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Grant 92-06-72-07

Thomas E. Backer

Assessment Tools for Counseling Manpower Program Clients Toward Suitable Training or Job Placement

The aim of this project is to produce a "state-of-the-art" document that analyzes and synthesizes research and development (R&D) work on measuring and data-collecting instruments used to assess the disadvantaged person in order to guide him into training and employment. The focus of the project will be on instruments developed by the Manpower Administration, although a literature review to identify and describe instruments that have been used or developed by other governmen-

tal agencies and by institutional researchers also will be conducted.

The grantee will review the results of ongoing and completed R&D work concerned with the assessment of the disadvantaged; relevant materials will be synthesized, analyzed, and organized for presentation to and critique by researchers, practitioners, and other potential users in the field. A final document will be produced by the grantee which will discuss the various instruments and tools in terms of how they have been used and whatever potentialities they have for wider utilization. Strategies for increasing their usefulness and stimulating further research also will be presented.

Grant period: April 1, 1972, through September 30, 1972.

5.111 HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Grant 92-06-72-27

Dr. Edward M. Glaser

A Project to Facilitate the Utilization of Selected Manpower R&D Findings and to Experiment with Flexible Employment Arrangements for Work-Alienated Youth

This project is to use the grantee's special knowledge and skills in conducting activities to promote the dissemination and utilization of the findings and products of several research and development projects and to develop recommendations for improved utilization activities on the basis of this experience.

The grantee will also provide assistance to a cooperating company in developing flexible training and personnel policies and restructuring work arrangements to facilitate the absorption of special groups into its work force. A test of the effectiveness of a flexible work arrangement will be made with work-alienated youth.

Grant period: June 15, 1972, through June 15, 1973.

5.112 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 51-26-72-07

Dr. Louis A. Ferman, Institute of Labor and Industrial Relations

WIN Research Findings Utilization Project

This grant will be used to develop, run, and document a conference for operating personnel of the Work Incentive (WIN) program in one region on the findings of a series of studies in the WIN research program, administered by the Manpower Administration. The results of these studies have significance for changes in program design and operations as well as for manpower policy in general.

The conference will serve to: (1) Bring the research findings to State agency operating and administrative staffs; (2) analyze how the results of research can be translated into actions and policies to increase WIN program effectiveness and the effectiveness of any future training programs that may emerge as a result of welfare reform legislation; (3) suggest alternative program actions that may emerge from research findings; and (4) identify additional research needs as recognized by State agency personnel.

A summary of the conference proceedings will be prepared for distribution.

Completion is scheduled for November 1972.

5.113 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 82-26-72-04

Dr. Ronald G. Havelock and Dr. David A. Lingwood, Center for Research on the Utilization of Scientific Knowledge, Institute for Social Research

Exploratory Case Studies of Intersystem Linkage and Research Utilization

This project is to: (1) Examine and describe the assumptions and strategies of four Federal agencies with regard to the dissemination and utilization of research and development findings; (2) assess and compare perceptions of actual communication patterns and impact from diverse perspectives of sponsors, researchers, and users; and (3) create an opportunity for interagency reflection on and analysis about these policies and their effects. The four agencies examined are: Division of R&D Utilization, Manpower Administration; National Center for Educational Communication, Office of Education; Research Utilization Branch, SRS; Mental Health Services Development Branch, NIMH. The contractor is gathering information from research sponsor, research producer, dissemination agency, and user system in each of the four agencies and is holding small conferences involving these four subsystems. The findings for each agency are being summarized and fed back to each agency individually. The contractor is to conceptualize and contrast the findings across the four agencies, discussing how policies relate to practices,

and citing ideas that worked well. This information is to be fed back to all agencies simultaneously. At the same time the findings are to be integrated in the planning of a subsequent, quantitative research project. Throughout the process, the contractor reports findings and progress to an interagency group made up of members from the four participating agencies.

Contract period: September 1, 1971, through December 1, 1972.

5.114 NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Grant 42-25-72-10

Dr. Morris A. Horowitz and Dr. Harold M. Goldstein, Department of Economics

Improving the Utilization of Health Manpower by Participant Observation

The principal objectives of this project are: (1) To determine whether and how recommendations made in a study of the Cambridge Hospital (Restructuring Paramedical Occupations, see 1.145) have been carried out; (2) to analyze why certain changes were or were not made; (3) to analyze the long-run and cumulative effects of such changes; (4) to disseminate findings from this and other studies among other hospitals in the area; (5) to explore the development of research techniques for measuring how much change has taken place through improvement in quality of medical services; and (6) to compile a list of "marginal medical functions" which could be performed as well or better by paramedical personnel.

The grantee will act as change agent, using "participant observation" research techniques, in working with the hospitals, to collect data on hiring, terminations, wage rates, job descriptions, job functions, and manpower utilization. In addition, the grantee will attempt to utilize in these hospitals the findings from other research and development efforts in the health manpower area.

Grant period: June 30, 1972, through June 30, 1973.

• See also project 4.9.

6. DOCTORAL DISSERTATION RESEARCH GRANTS

ONGOING PROJECTS

6.1 BOSTON COLLEGE
CHESTNUT HILL, MASS.

Grant 91-25-71-38

Charles M. Savage, Doctoral Candidate; Dr. Thomas J. Blakeley, Sponsor, Department of Philosophy

A Phenomenology of Human Labor

This project is concerned with the essential characteristics of the relationship between man and work. It uses phenomenology as its philosophical foundation to explore, describe, and analyze such phenomena of human labor as the meaning of work; the role of the worker in society; the relation of the worker to technology, organizational structure, raw materials, and product; and the production process and finished product as factors in the creativity, self-expression, and alienation or involvement of the worker.

Phenomenological methodology entails viewing an object in its total context. Its applicability to manpower problems is based on the premise that their solutions must take into account social and cultural subtleties of the postindustrial era.

Completion is scheduled for January 1973.

6.2 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grant 91-25-71-04

June Hopps, Doctoral Candidate; Dr. Wyatt C. Jones, Sponsor, The Florence Heller Graduate School for Advanced Studies in Social Welfare

A Study of Ghetto Economic Corporations

This study will analyze economic corporations which began emerging in urban black ghettos in the late 1960's. It is examining input (such as sources and amounts of initial funding, characteristics of manpower talent invested, and reinvested return from ghetto markets) and output (such as development of new professional and skilled manpower, contribution to community economic wealth, provision of products and services to the ghetto and beyond, and generation of spin-off enterprises) for a sample of the enterprises.

The sample consists of all corporately owned plants or offices set up in Roxbury-North Dorchester, Mass., between June 1967 and January 1971. Material is being collected in discussions with executives of each corporation and from company records and published materials.

Completion is scheduled for September 1972.

6.3 BROWN UNIVERSITY
PROVIDENCE, R.I.

Grant 91-44-71-51

Frank L. Mott, Doctoral Candidate; Dr. Alden Speare, Jr., Sponsor, Department of Sociology

Labor Force Participation and Fertility for Women with Young Children in Rhode Island: An Analysis of Their Interactions and Antecedents

Retrospective data for the 1,578 once-married women interviewed in either 1967, 1968, or 1969 in the Rhode Island Health Surveys were utilized to develop a life cycle model for interpreting the nature of the relationships between work and fertility behavior. In particular, the relevance of specific demographic background factors such as religion, ethnic origin, or education for differentially affecting work and fertility behavior was examined.

The results of this study suggest that, with but limited exceptions, different demographic background factors affect the work and fertility behavior of women, at least with respect to work in the periods soon after a child's birth. The conclusion was also reached that demographic background factors explain only a small

portion of a woman's adult work or fertility experiences.

Completion is scheduled for July 1972.

6.4 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-68-04

John S. Spier, Doctoral Candidate; Dr. Robert Blauner, Sponsor, Department of Sociology

Racial Integration in the Railroad Operating Crafts

This study is examining conditions which cause Negroes to succeed or fail in a previously all-white industry when employment is opened to them. Railroad operating crafts in the San Francisco Bay area, virtually closed to all but whites until the early 1960's, provide the work setting for the study.

The researcher is attempting to interview the approximately 75 Negroes hired for such jobs since the early 1960's (whether still employed or not). These interviews cover job history and aspirations, education, family background, and reasons for leaving the railroad (where applicable). Comparative data are being collected from 25 white employees in the crafts, who are being queried in addition concerning their views of Negroes as coworkers and whether their attitudes have changed since the preintegration period. Additional material is being obtained through interviews with local union and company officials.

Completion is scheduled for June 1973.

6.5 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-69-01

Jeffrey M. Schevitz, Doctoral Candidate; Dr. Harold L. Wilensky, Sponsor, Department of Sociology

Social and Psychological Impact of Worklife Instability

This study examines the long-term social and psychological impact of varying amounts of worklife instability, based on a mail survey of 1,200 engineers and scientists and 1,200 skilled workers—both split between defense and commercial work. Worklife instability is defined as downgrading, frequent job changes, or layoffs resulting from technological obsolescence or cancellation of defense contracts. The study is attempting to find ways of minimizing the negative effects of worklife instability. The researcher postulates that an individual's response to worklife instability depends primarily on his attribution of blame for the instability, his career orientation, and aspects of the work role organization and industry within which he locates reemployment.

Completion is scheduled for September 1972.

6.6 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grants 91-05-70-13 and 91-06-71-30

Louise Berman, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

An Analysis of the Labor Market for Policemen

This study analyzes reasons for the general shortages of qualified police personnel. It is examining the determinants of trends in demand for policemen, sources of supply, incentives for attracting new applicants, wage differentials, the responsiveness of supply to changes in wages, effects of alternative policies, the process and rate of adjustment of supply to demand, and the nature of existing shortages. Data on the labor market behavior of California policemen are being obtained from police departments through interviews and employment records. The costs and benefits of becoming a policeman are being estimated by level of education. Data from a national survey will illustrate the range of recruitment policies and provide a research perspective from which to evaluate the California situation.

Completion is scheduled for September 1972.

6.7 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grants 91-05-70-42 and 91-06-71-33

Michael D. Hurd, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

An Explanation of Changing Labor Force Participation Rates

This study is analyzing recent changes in labor force participation of each age, race, and sex group in the population, with particular attention to the role of wage rates. A model of labor force participation is being developed for each group, starting with the assumption that the individual participation rate depends on the family's decision about maximizing family welfare. Among the other variables to be investigated, the wage rate for each group is the most important, having been neglected in most previous studies despite its theoretical importance. A wage series for each group is being constructed and used in analyzing changes in the ratios of wage rates for the different groups. Both time-series and cross-section analyses are being made, using data from: (1) The 1966 and 1967 Survey of Economic Opportunity, covering 38,000 households; (2) the Current Population Survey, Bureau of the Census; and (3) the Surveys of Consumer Finances, Survey Research Center, University of Michigan.

Completion is scheduled for December 1972.

6.8 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-07 and 91-06-72-16

Ernie Lightman, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

The Economics of Military Manpower Procurement in Canada

This study investigates the operation of Canada's all-volunteer armed force as it competes for personnel with the civilian job market. Biographical and wage data from the Canadian Department of National Defense are being used to derive a model based on the hypotheses that application and enlistment rates depend primarily upon relative civilian and military wages and upon the unemployment rate and that the influence of these determinants varies by region and by level and type of education. The model is being used to estimate enlistment rates and the elasticity of supply at varying wage and unemployment levels. The economic and human resources implications of military training programs, admission standards, pay systems, and reenlistments are also being considered.

Completion is scheduled for September 1972.

6.9 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-09

William G. Moss, Doctoral Candidate; Dr. Frank S. Levy, Sponsor, Department of Economics

The Effect of Housing Segregation on Negro Real Income and Employment

Using data on 29,000 San Francisco Bay area households, this study tests the hypothesis that housing segregation reduces the real income of Negro workers because their commuting distances are greater than for whites in the same occupations and industries.

The project is also exploring the relationship between housing location and kinds of jobs taken by Negroes who qualify for but forego jobs available beyond reasonable commuting distance. The place of residence of Negro and white household heads, classified by occupation, is being compared with the location of similar jobs throughout the area to measure the relative availability of the job to residents of the subarea.

Data for both analyses were collected by the Bay Area Transportation Study Commission in its recent employment inventory and random sample survey of Bay area households.

Completion is scheduled for October 1972.

6.10 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-18

Darryl Lowry, Doctoral Candidate; Dr. George Akerlof, Sponsor, Department of Economics

Population Characteristics of Depressed Areas, with Particular Emphasis on the Bias Caused by Selective Migration

This study focuses on the effects of migration on areas of chronic high unemployment. It is examining differences between the populations of depressed and nondepressed areas in age, educational attainment, income, and labor force participation rates and the extent to which these differences can be explained by selective migration. It is also considering whether the existing population characteristics of depressed areas would change if new employment opportunities were available and whether area unemployment rates tend to converge

or diverge from the national average over time. Published data from the Bureau of the Census and the Department of Labor are being analyzed.

Completion is scheduled for October 1972.

6.11 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-31

Michael W. Stebbins, Doctoral Candidate; Dr. Joseph Garbarino, Sponsor, School of Business Administration

The PhD. in Industry: Management's Use of Social Science Specialists

In light of the shrinking academic market for recipients of doctoral degrees in the social sciences, this study is assessing private industry's potential to absorb the rising surpluses predicted by some economists. The project focuses on the nature and components of present and projected utilization of these specialists; their traditional and new organizational roles; the industries, organizational functions, and departments most likely to spark new employment opportunities; and the influence on demand for social scientists of corporate size, technology, the dynamics of the product market, and the relative profitability of an industry.

Biographical and organizational data are being obtained by questionnaire from manpower executives and employees with Ph.D. degrees in 100 firms drawn from the "Fortune Top 500" list. Data on employees' attitudes, the content of their jobs, and the current and projected demand for their services are being obtained through interviews.

Completion is scheduled for November 1972.

6.12 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-39

Dorothea Cudaback, Doctoral Candidate; Dr. Kermit T. Wiltse, School of Social Welfare

Role Conflict Experienced by Indigenous Service Workers in Public Welfare

For welfare aides who were themselves welfare recipients, this project investigates the conflict between the workers' concern for their clients and their responsibility to their agency. It seeks to identify those client service situations likely to evoke role conflict; to gage the extent to which this conflict is experienced by aides and influences their job satisfaction and performance; and to delineate characteristics of the job situation that determine the manner in which the conflict is resolved.

Based on interviews with aides, social workers, and other welfare staff, the researcher is collecting and putting into questionnaire format a series of client service situations in which the aides' responsibilities conflict and must be resolved by client-oriented, agency-oriented, compromise, or avoidance alternatives. The questionnaire, to be administered in interviews with a sample of former welfare mothers working as aides in California county welfare departments, is designed to elicit for each situation the aide's perception of expected behavior, the way she actually would act and why, the degree of distress she would feel, and her job satisfaction. Aide programs are being observed to validate and extend this information and to gain insight into those aspects of the program, such as training and agency sanctions and rewards, that would tend to affect the role conflict.

Completion is scheduled for January 1973.

6.13 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-72-21

Alan A. Fisher, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics and Institute of Industrial Relations

The Problem of Teenage Unemployment

This project focuses on teenage workers as part of the secondary labor market in investigating five major question areas: (1) To what extent is the baby boom of the late 1940's responsible for recent rises in youth unemployment? Is there evidence that job openings increased less rapidly than the flow of new workers into the labor force, or did their entry in the face of an already inflexible wage structure make it more difficult for them to locate jobs? Is the problem transitory, depending on population trends? (2) How important were policies and institutional wage ridigities (minimum wages, for example) in reducing the number of low-skill and unskilled jobs for which teenagers could compete? (3) What role did rural-to-urban migration play in exacerbating youth unemployment? (4) Is heightened youth unemployment largely short-term? How signifi-

cant are such factors as part-time student employment in determining trends in the short-term and long-term components of changes in teenage unemployment? (5) To what extent has rising family income allowed teenagers to choose leisure over employment? Have higher welfare payments helped discourage their participation in the labor force? How much should published unemployment figures be adjusted to allow for the labor force withdrawal of workers discouraged by poor job opportunities?

The analysis utilizes Bureau of Labor Statistics and Census data on unemployment, labor force participation, employment by occupation and industry, real aggregate demand, population, education, and wages.

Completion is scheduled for December 1972.

6.14 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grants 91-05-66-09 and 91-05-67-18

Robert Singleton, Doctoral Candidate; Dr. Jack Hirshleifer, Sponsor, Department of Economics

Labor Force Composition and the Minimum Wage

This study is testing the proposition that increases in the minimum wage cause unemployment among such groups as the young, older workers, members of minority groups, and the inexperienced. Department of Labor and Social Security Administration data on low-wage workers are being analyzed.

Completion is scheduled by June 1973.

6.15 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-71-17

James P. Smith, Doctoral Candidate; Dr. H. Gregg Lewis, Sponsor, Department of Economics

Hours of Work: An Empirical Study of the Allocation of Human Time in a Lifetime Context

This study examines determinants of the allocation of time of adult family members between employment and household activities. The framework of a life-cycle model developed by other researchers is being extended to study the context of husbands' and wives' decisions about hours of work. Data for married persons from the 1966–67 Survey of Economic Opportunity are being used in the analysis.

Completion is scheduled for October 1972.

6.16 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-71-22

Paul F. Salipante, Jr., Doctoral Candidate; Dr. Paul S. Goodman, Sponsor, Graduate School of Business

Company Programs to Train the Disadvantaged: The Impact of Company Factors on Trainees

This project examines different characteristics of companies and their training programs and relates this to the job performance, turnover, and absenteeism of disadvantaged trainees and to the characteristics of the training group.

A sample of 100 training programs in five cities has been selected from a cross-section of firms which participate in the Job Opportunities in the Business Sector (JOBS) program. Information on job characteristics, work behavior, and the characteristics of the training programs and the training groups is being collected in interviews with program teachers and directors and from questionnaire returns from the trainee's foremen. Recent growth and profit trends and other background data on the firms are being collected from published sources.

Completion is scheduled for March 1973.

6.17 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-71-37

Lutaf Dhanidina, Doctoral Candidate; Dr. J. Allan Thomas, Sponsor, Department of Economics

Economics of Delayed High School Completion

For a sample of men working toward the high school equivalency certificate in the Cook County, Ill., public school system, this study attempts to evaluate the costs and expected returns of training relative to the experience of high school dropouts and graduates who do not continue their education. Information on training costs, demographic characteristics, family background, employment and educational experience, and on occupational and earnings expectations is being derived from interviews with the enrollees and compared with available information on high school graduates and dropouts. Data on the overall costs of providing a high school completion program are being requested from school administrators.

Completion is scheduled for December 1972.

6.18 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-71-48

Clarence Robert Tyson, Doctoral Candidate; Dr. John F. Burton, Jr., Sponsor, Graduate School of Business

The Development of "Hometown Plans" for Increasing Minority Employment in the Construction Industry of Selected U.S. Cities

This project traces the development in the construction industry of "hometown plans"—a strategy of voluntary affirmative action by contractors, unions, and local minority groups to increase minority representation in the building trades. It addresses such questions as: Why do some cities adopt hometown plans while others do not? Is adoption affected by the size, minority population, level of construction activity, and other structural characteristics of a city and its labor market? By whom and through what processes are negotiations to develop a plan begun? How do the three parties resolve conflicts and what are the substantive issues in negotiations and in the provisions of the agreement? What are the problems in implementing the agreement?

The analysis is based on a sample of 58 cities which have either approved, begun negotiations on, or tried and failed to develop a hometown plan and of 40 cities designated as targets for affirmative action where negotiations have not yet begun. Information on the structural characteristics of the cities is being collected from Federal sources. Information on the bargaining is being collected from newspapers and other publications; in interviews with community leaders, contractors, and union spokesmen in a subsample of the cities; and through questionnaires sent to the principals in all target cities. Copies of hometown plans are being supplied by the Office of Federal Contract Compliance.

Completion is scheduled for July 1972.

6.19 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-69-50 and 91-34-70-63

Margit A. Johansson, Doctoral Candidate; Dr. Allen H. Barton, Sponsor, Bureau of Applied Social Research

The Differential Effects of Reduced Research Funding on University Scientists

This study is assessing the impact of recent reductions in Federal research funding at a major university. From interviews, questionnaires, and school records, answers are being sought to such questions as: (1) What are the characteristics of the faculty, nonfaculty, and student researchers who do (or do not) continue to receive Federal support? (2) Which researchers sustain productivity despite fund reductions? and (3) How do fund cuts affect researchers' alternative activities, self-esteem, and relations with colleagues?

Completion is scheduled for December 1972.

6.20 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-06

Richard H. P. Mendes, Doctoral Candidate; Dr. Terence K. Hopkins, Sponsor, Department of Sociology

A Study of the Social Service Employees Union of the New York City Department of Social Services

Assuming that one cause of dissatisfaction and attrition among social workers is a gap between their commitment and their opportunities to serve, this researcher is exploring whether improving extrinsic rewards (salaries, pensions, job security) through unionization reduces social workers' dissatisfaction with the intrinsic aspects of work. Information is being collected through interviews with leaders of two unions whose membership includes professional personnel from the New York City Department of Social Services, with department administrators, and with city officials, as well as from union and department records and publications. Matters to be investigated include the circumstances of unionization, the unions' policies (particularly regarding the integration of public and self-interests), and their interaction with adversary and supportive groups.

Completion is scheduled for January 1973.

6.21 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-09

Jeffrey G. Reitz, Doctoral Candidate; Dr. Robert K. Merton, Sponsor, Department of Sociology

The Flight from Science: Student Disillusionment with Careers in S..ence and Engineering

This study seeks to find out why able students abandon science and engineering. Students who remain in science and engineering and those who do not are being compared with respect to occupational objectives and attitudes, assessments of their own ability, social origins, and the characteristics of their schools. Data collected by the National Opinion Research Center in a survey of a national sample of 41,116 college and university students who graduated in June 1961 are being cross-tabulated and analyzed.

Completion is scheduled for December 1972.

6.22 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-10

Sherry Gorelick, Doctoral Candidate; Dr. Ivar E. Berg, Sponsor, Graduate School of Business

Incentives and Obstacles to Management Hiring of the Disadvantaged

This study is analyzing the relationship between black-white income differentials and employer hiring policies in different labor markets to discover the conditions under which managements are most motivated to pursue those policies that are conducive to the equalization of income between blacks and whites.

It is testing the proposition that the maintenance of highly selective screening processes for high-level, high-paying jobs exaggerates income differences between low- and high-level jobs and inflates the labor pool for low-level jobs by keeping most applicants "unqualified" for high-level jobs. Analysis at the macro level is based on statistics from Government sources (such as the census and Special Labor Force Reports). At the level of the firm, data are being collected through interviews from a matched sample of firms (which do or do not engage in programs designed to employ disadvantaged workers) in a few cities selected according to labor market conditions and work force composition.

Completion is scheduled for January 1973.

6.23 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-27

Donald Feldstein, D..oral Candidate; Dr. Russell A. Nixon, Sponsor, School of Social Work

A Credential Is Waived: The Experience of College Students Who Have Not Completed High School

This study is testing the validity of the high school diploma as a credential for higher education by comparing the academic performances of high school graduates and nongraduates enrolled in California community colleges. If the two groups perform at essentially the same level, it is postulated, ther..he nongraduates are capable of pursuing the higher education required for entry into professional careers in the service industries without lowering the present standards of these professions.

For a sample of students in five community colleges, information is being obtained from college records on major field of study, standard entrance examination grade, grade point average, class grades, age, sex, and, where available, veteran's status, family income, race or ethnic background, and economic class of residence area.

Completion is scheduled for December 1972.

6.24 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-62 and 91-36-72-34

Harriet Zellner, Doctoral Candidate; Dr. Jacob Mincer, Sponsor, Department of Economics

An Analysis of Trends in the Relative Educational Attainment, Earnings, and Occupational Distribution of Women, 1900 to 1969

This project analyzes changes from 1900 to 1969 in the educational attainment, earnings, and occupational distribution of women relative to men. Data classified by age, race, marital status, presence of children, and place of residence are being gathered from publications of government agencies and the National Industrial Conference Board.

Completion is scheduled for March 1972.

6.25 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-23

Eric W. Single, Doctoral Candidate; Dr. Allan A. Silver, Sponsor, Department of Sociology

Garnishment: Its Impact Upon Industry and Upon Default Debtors

This project investigates the consequences of garnishment for industry and indebted workers and the reasons why some consumers become entangled in debt problems. It is utilizing data from three questionnaire surveys: (1) An ongoing study of 1,333 defendants in law suits stemming from consumer credit transactions in four major cities; (2) a 1964 attitudinal survey of residents of working-class neighborhoods in Chicago and Detroit which included items on credit use and level of indebtedness; and (3) a 1968 survey of wage garnishment and wage assignment practices in 1,500 manufacturing firms.

The analysis will focus on States and types of firms having the highest garnishment rates; the occupational levels of garnished employees; the relationship of garnishment to size of community and other locational variables; the effects of garnishment on debtors' health, careers, and marriages; the causes of breakdowns in credit transactions; the costs of garnishment to employers in dollars and man-hours; and employer attitudes toward garnishment.

Completion is scheduled for January 1973.

6.26 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-72-13

Lorraine Turner Ruffing, Doctoral Candidate; Dr. Peter Passell, Sponsor, Department of Economics

An Alternative Approach to the Economic Development of the American Indian

Assuming that contemporary schemes to improve the economic lot of the American Indian fail because they force him to adapt to western values of individualism and competition, this project explores the feasibility of organizing tribal economic activities on the basis of existing cooperative social structures, such as the Israeli kibbutzim and the labor-managed firms of Yugoslavia.

The analysis centers on tribes of the Southwest, whose traditional social structure is based upon extended family units. Federal publications and secondary anthropological sources, supplemented with the candidate's own field survey of one tribe, are being used to develop a micro and macro theory for an economy in which both growth and the preservation of Indian values are explicit goals; and to identify feasible economic activities in which the cooperative model could be used, given the resources of the reservation.

Completion is scheduled for October 1972.

6.27 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-34-69-67

Ross E. Azevedo, Doctoral Candidate; Dr. N. Arnold Tolles, Sponsor, New York State School of Industrial and Labor Relations

The Labor Market for Scientific Personnel: The Problem of Allocation and Efficiency

This study is describing the allocative function of the labor market for scientists and engineers and evaluating the efficiency with which this market operates. It seeks information on the role of employers, employees, and employment services in the processes by which scientists find their initial and subsequent professional jobs. Information is being obtained through interviews and questionnaires with approximately 30 employers in the New York-New England area; numerous engineers, physicists, chemists, and mathematicians; and seven college placement services and four public employment agencies. In addition, data from government and professional associations are being used.

Completion is scheduled for September 1972.

6.28 DUKE UNIVERSITY
DURHAM, N.C.

Grant 91-35-68-15

Norville David Crowder, Doctoral Candidate; Dr. Joel Smith, Sponsor, Department of Sociology and Anthropology

The Socioeconomic Assimilation of Southern Born Migrants to Other Regions

This study is attempting to depict the effects of early life experiences in the South on job market participa-

tion of migrants from that region. Comparisons of income, education, and occupational prestige are being made for four groups: (1) Migrants born and educated in the South who now live in another region (for example, the Northeast); (2) migrants born in the South and educated elsewhere, now living in the Northeast; (3) native born, nonsouthern educated residents of the Northeast; and (4) migrants to the Northeast who were born and educated in regions other than the South. The primary source is *Accuracy of Data on Population Characteristics as Measured by Reinterviews*, prepared by the Bureau of the Census in 1964.

Completion is scheduled for June 1973.

6.29 DUKE UNIVERSITY
DURHAM, N.C.

Grant 91-37-72-26

Janice F. Madden, Doctoral Candidate; Dr. Simon Rottenberg, Sponsor, Department of Economics

The Economics of Sex Discrimination

This project seeks a more realistic explanation of the causes and effects of sex discrimination than that provided by conventional models originally designed to explain race discrimination.

The candidate is formulating two models—one, a general equilibrium model of sex discrimination in a competitive labor market and the other, an alternative theoretical structure of discrimination based on assumptions of a male-dominated, monopsonistic labor market. She is applying published data to the models to derive implications for female wages and employment of variations in the relative elasticities of substitution of males and females; the relative marginal physical products; the respective elasticities of labor supply; the returns to scale in production; the levels of employer, employee, and consumer discrimination; the degree of competition in the commodity market; and the number of factors in the production function.

Completion is scheduled for September 1972.

6.30 THE FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Grant 91-12-71-53

Geraldine B. Terry, Doctoral Candidate; Dr. Charles B. Nam, Sponsor, Department of Sociology

The Interrelationship Between Female Employment and Fertility

This research investigates the influence of number of children, spacing of births, and expected family size on the duration and type of employment among women. It is analyzing the work-fertility relationship over time, taking into account the wife's perception of "woman's role"; her educational attainment, age at marriage, and religious background; family socioeconomic status (measured by husband's occupation); and pattern of decisionmaking between husband and wife.

The project utilizes data collected in four surveys: (1) The Growth of American Families Study, conducted at the University of Wisconsin; (2) the Princeton Fertility Study; (3) Brown University's Rhode Island Health Survey; and (4) a longitudinal survey of the labor force undertaken at The Ohio State University (see 4.18).

Completion is scheduled for July 1972.

6.31 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-71-20

Lowell M. Glenn, Doctoral Candidate; Dr. Garth L. Mangum, Sponsor, Department of Economics

Public Service Employment for the Disadvantaged

This project traces the development of public service employment activities in an attempt to determine the prospects for success and the practical administrative and operational difficulties likely to be encountered in implementing a full-scale public service employment program. Lessons emerging from Western European manpower policies and from work programs in the United States during the 1930's and during the 1960's are being studied for such issues as the appropriate roles of the public and private sectors in relief, income maintenance, and other manpower programs; the potential for suitable jobs in Federal, State, and local governments; and procedures for obtaining social, cultural, and political support to initiate and maintain a comprehensive public service employment program.

The researcher is gathering information from published sources and in interviews with manpower scholars, officials, and policymakers.

Completion is scheduled for December 1972.

6.32 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-72-20

Robert Taggart III, Doctoral Candidate; Dr. Sar A. Levitan, Sponsor, Department of Economics

The Manpower and Other Economic Implications of Private Pension and Retirement Plans

This study considers the following issues: (1) What is the distribution of pension coverage, and what relation does it have to labor allocation and workers' welfare in various industries? (2) In view of current employment patterns and trends in the pension system, what are workers' pension prospects relative to their occupations, industries, and age groups? (3) Do vesting requirements (specifying minimum periods of employment the worker must serve before he gains a "vested" right to receive a pension when he retires) reduce labor mobility? Would portability arrangements (permitting the worker to transfer his pension benefits from one job to another) reverse this effect? (4) What are the labor market implications of the increase in early retirement provisions of pension plans? (5) Do special and early retirement provisions serve as a cushion for the unemployed during recessions? (6) Are jobs closed to workers over 45 because of the high cost of providing them with pension benefits? How can this be remedied? (7) To what extent have increased pension benefits reduced work incentive among the elderly?

Sources include Ohio State University's national study of labor force behavior, (see 4.17), raw data filed under the Welfare and Pension Plans Disclosure Act, and surveys and analyses by the Bankers' Trust Company, the Social Security Administration, the Bureau of Labor Statistics, and the Labor-Management Services Administration.

Completion is scheduled for December 1972.

6.33 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-23-70-60

Nancy S. Netting, Doctoral Candidate; Dr. Nathan Glazer, Sponsor, Department of Social Relations

Careers of Upward Bound Alumni

This study follows up a group of young people who have participated in Upward Bound—an intensive 3-year college preparatory program for disadvantaged students with "undeveloped" college potential, who enter the program as high school sophomores.

The prospective sample consists of 100 young people who completed at least 1 year in the program at the University of Hartford—60 who went on to college and 40 who dropped out of Upward Bound and may or may not be in school. The researcher will trace their job and educational histories in individual interviews in an attempt to: (1) Isolate variables which have influenced their decisions during and since participation in Upward Bound; and (2) pinpoint characteristics which distinguish the students who went on to college from those who did not.

Completion is scheduled for September 1972.

6.34 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-71-08 and 91-25-72-18

John L. Akula, Doctoral Candidate; Dr. Talcott Parsons, Sponsor, Department of Sociology

Trends in the Racial Distribution of Income, 1940-70

This project is constructing a set of social indicators concerning the racial distribution of income for each of the 50 States. Cross-section and time-series data on 4,000 variables are being assembled and analyzed.

The researcher will assess: (1) The effects of black political mobilization on income distribution; (2) the relative benefits to lower-income and higher-income blacks of an improved legal climate or increased economic growth; (3) the impact on racism of economic modernization and the economic mobilization of blacks; and (4) the influence upon racial stratification of political party competitiveness, levels of political participation, degree of political mobilization among explicitly racist groups, and other characteristics of each State's political system.

Completion is scheduled for November 1972.

6.35 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-71-24

Francine D. Blau, Doctoral Candidate; Dr. Peter Doeringer, Sponsor, Department of Economics

Pay Differentials and Differences in the Distribution of Employment of Female and Male Office Workers

This analysis of the employment patterns and earnings of women is to: (1) Construct a model of wage determination to assess interfirm and intraoccupational sex differences in pay in the light of supply and demand conditions of local labor markets, industry, scheduled weekly hours, size of establishment, unionization, and percentage of female office workers within each firm, as reported by the Bureau of Labor Statistics for 15 major northeastern cities; and (2) apply the model to data obtained from 15 New Haven employers.

Completion is scheduled for October 1972.

6.36 UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Grant 91-48-72-05

Charles J. Ellard, Doctoral Candidate; Dr. William J. Moore, Sponsor, Department of Economics

An Investigation of the Influence of the In-School Neighborhood Youth Corps on Earning Capacity in Houston, Texas

This project seeks to determine whether participation in an in-school program of the Neighborhood Youth Corps (NYC) effects lasting improvement in wage rates or total earnings, employment stability, and skill levels. Focusing on a group of young people (half with NYC in-school program experience and half without), the study considers five major questions: (1) To what extent are variations in earning capacity attributable to sex, race, marital status, category of work experience, time spent in the program, and other controlled variables? (2) Have Negro and Mexican American participants in the program made any breakthroughs from traditional low-skill employment patterns? (3) Are there any differences between the earning capacities of early NYC participants and those who participated more recently, since the program has matured? (4) Have the benefits of the NYC program exceeded its cost as a social investment? If so, by how much? (5) Do the income levels of post-NYC youth exceed defined poverty standards?

The grantee is surveying a sample of all NYC enrollees age 18 and over with at least 1 week's income who were sponsored by any organizations in Houston. A control group is being selected from NYC waiting lists. Data are being gathered in interviews with members of both groups and from their high school records.

Completion is scheduled for September 1972.

6.37 UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN, ILL.

Grant 91-15-69-51

Roger D. Roderick, Doctoral Candidate; Dr. Hugh Folk, Sponsor, Institute of Labor and Industrial Relations

An Organizational Analysis of the Hiring of Engineers

This study applies organization theory to private firms' recruitment and hiring of engineers. It traces firms' development and implementation of hiring goals and recruitment procedures, their adaptation to a short supply of engineers, and their adjustment of future recruitment policies in light of these adaptations. Interviews have been conducted with the recruitment staff at engineering firms, primarily those engaged in defense operations and research and development. In addition, questionnaires from a sample of June 1969 engineering graduates have been used to validate the firms' reported recruitment practices.

Completion is scheduled for September 1972.

6.38 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-16-68-13

Robert E. Otlewski, Doctoral Candidate; Dr. Taulman A. Miller, Sponsor, Department of Economics

Male Secondary School Teacher Mobility in the State of Indiana

This analysis of the demographic and economic factors which characterize the geographically mobile teacher, his mobility patterns, and the communications channels used by the teacher and hiring official is attempting to formulate policy tools which could affect the pattern and incidence of mobility. For male secondary school teachers, statistics collected by the Indiana Department of Public Instruction for the 5 academic years beginning with 1963–64 will be supplemented by questionnaires to: (1) All those who changed school corporations within Indiana during the period June-September 1967; (2) a sample of those who were immobile during that period; and (3) school superintendents in the State.

Completion is scheduled for June 1973.

6.39 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-18-72-02

Stanley P. Stephenson, Jr., Doctoral Candidate; Dr. Ernst W. Stromsdorfer, Sponsor, Department of Economics

Economics of Job Search: A Biracial Analysis of Job Search Behavior in Urban Male Youth Aged 18–21

This project attempts to find out how racial differences in the job search behavior of youth interact with and influence the cost and length of the job search, the wage rate and occupation ultimately accepted, and expected duration of employment. The researcher is interviewing 300 young men, a sample of all unemployment insurance claimants and placement service registrants who entered field offices of the Indiana Employment Security Division in Indianapolis during October and November, 1971. Background data on the sample are being gathered from the work applications on file with the division.

Completion is scheduled for September 1972.

6.40 UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Grant 91-22-70-33

William B. Clatanoff, Jr., Doctoral Candidate; Dr. Paul A. Weinstein, Sponsor, Department of Economics

The Utilization of Military Human Capital by Noncareer Veterans of the U.S. Navy

This study is analyzing those variables in military training and experience that lead the veteran to transfer successfully his military skills to civilian jobs and to exercise his new options for further education and training. Using a sample of 1,084 Navy veterans, the study is also exploring whether the use of service-acquired skills increases veterans' civilian earnings, whether military service enlarges educational and employment horizons more for the less advantaged enlistee, and whether the veterans' net gain (or loss) from military service differs between urban and rural areas.

Data sources include questionnaire returns from a recent survey of military training conducted at the University of Maryland, veterans' records from the Navy Master Inactive Reserve Tape, and county-city data tapes prepared by the Department of Commerce.

Completion is scheduled for December 1972.

6.41 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-23-70-11

Ira Jay Miller, Doctoral Camdidate; Dr. Robert M. Solow, Sponsor, Department of Economics

Implications of the Phillips Curve Tradeoff for Minority Income and Employment

This study seeks to ascertain the magnitude and nature of the impact of various levels of economic activity on black economic welfare. The analysis is exploring the tradeoffs between unemployment and the black/-white income ratio and between inflation and the income ratio. Sources of data include the Current Population Surveys of the Bureau of the Census, the 1960 census, *Employment and Earnings*, the *Manpower Report(s) of the President*, and studies of urban employment by the Bureau of Labor Statistics. Basic components of the analysis include—in addition to data on unemployment and various forms of incomes—measures of labor force participation, multiple job holding, hours of work, labor turnover, and wage rates.

Completion is scheduled for September 1972.

6.42 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-71-14

Andrew M. Sum, Doctoral Candidate; Dr. Charles A. Myers, Sponsor, Department of Economics

Manpower Training Programs for Women and Their Interaction with the Local Labor Market in Boston

This study considers the relationship of occupations that women are trained for under federally sponsored programs to the primary and secondary sectors of the labor market, trainees' characteristics, the characteristics of employers with workers in these occupations, and supportive services provided graduates. It is also comparing trainees' wages, performance, turnover, and promotions with those of other employees in the same occupations, and turnover is being examined in the context of the female occupational and wage structures, and the operation of internal labor markets.

Data are being collected from Boston community action agencies on approximately 750 women who recently completed training in institutional training pro-

grams and the Concentrated Employment Program. The researcher is also interviewing 20 to 25 employers who hire women in the training occupations for information on the demand side of the market.

Completion is scheduled for September 1972.

6.43 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-72-09

Alex Cukierman, Doctoral Candidate; Dr. Robert M. Solow, Sponsor, Department of Economics

The Tradeoff Between Inflation and Unemployment in the Long and Short Runs in the Presence of Inflationary Expectations

This project is developing a framework which incorporates the effects of expectations on actual wage and price increases into the context of the inflation-unemployment tradeoff. It uses this framework to explore three questions: (1) Is there a tradeoff between inflation and unemployment? (2) If there is, what is the threshold above which the rates of inflation and unemployment are independent of each other? (3) How long does it take the economy to return to its long-run position on the tradeoff curve after being disrupted by some exogenous shock, such as expansionary employment measures?

Completion is scheduled for September 1972.

6.44 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-72-17

Robert E. B. Lucas, Doctoral Candidate; Dr. Lester C. Thurow, Sponsor, Department of Economics

Job Characteristics, Wages, and Human Capital Endowment

This project explores the extent to which job characteristics (as distinguished from skill characteristics) affect workers' willingness to accept particular types of employment. It is testing the proposition that because an individual is trained to meet the specific characteristics of a job and must adapt his skills to a job rather than adjust the job to his skills, the labor market is actually a market for job characteristics and not for work skills. The main role of personal skill characteristics, it is postulated, is in assigning rank in the queue for job characteristics.

Utilizing data from the 1967 Survey of Economic Opportunity and the *Dictionary of Occupational Titles*, the candidate is estimating supply and demand functions for different job characteristics in two steps: (1) For each race-sex subgroup, several locations, and union status, he is regressing individual wage rates upon occupational and personal characteristics to obtain input prices for each job characteristic. (2) Supply and demand functions for each job characteristic are being derived on the basis of Step 1. An individual's supply of a particular job characteristic is viewed as a function of prices offered for all job characteristics, and of education, health, age, unearned income, and the union status of his family members. Demand for a particular job characteristic is viewed as a function of the price of the job chosen and the age and education of the individual.

Completion is scheduled for October 1972.

6.45 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-24-69-12

Nancy B. Tuma, Doctoral Candidate; Dr. Thomas L. Conner, Sponsor, Department of Sociology

Probability Model of Change of Employment of Mexican Americans

This study is developing a probability model to describe changes of employment (that is, frequency of job changes, farm to industrial employment, or vice-versa) among male Mexican American heads of households. Job histories of 624 Mexican American migratory farmworkers collected in an earlier study (see 3.38) are being analyzed to ascertain the predictive value of such factors as socioeconomic mobility, geographic mobility, and frequency of migration.

Completion is scheduled for October 1972.

6.46 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-24-69-25

Jerry N. Judy, Doctoral Candidate; Dr. Grafton D. Trout, Sponsor, Department of Sociology

Occupational Specialization, Chain Migration, and the Assimilation of Mexican Americans into Michigan Communities

This study is examining the history of occupational adjustment of migratory Mexican American farmworkers who have settled in four Michigan towns, using data from an earlier study (see 3.38), supplemented by interviews with persons familiar with the historical patterns of Mexican American settlement in the communities, employers, and persons involved in helping newcomers find employment. The study explores the hypothesis that recent Mexican American settlers, especially those who came to join relatives in the same community, usually seek and find jobs in those occupations in which earlier Mexican American settlers have been employed.

Completion is scheduled for December 1972.

6.47 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-14

Bernard A. Bast, Doctoral Candidate; Dr. Geraldine T. Scholl, Sponsor, Psychology Department

A Predictive Study of Employability Among the Visually Impaired with the California Psychological Inventory

This study has two objectives: To help standardize the California Psychological Inventory (CPI), an instrument for measuring employment-related personality attributes, for a visually impaired population; and to develop a tool for use with the CPI in assessing the job readiness of visually impaired persons. The CPI is being administered to, and information on employment background and qualifications is being obtained from, 100 employable, visually impaired men and women, identified through Michigan community agencies for the blind. The personal data and the test scores will be used to develop a tool for predicting job readiness. The validity of the tool will then be tested by using it to predict the current employment status of a smaller group of visually impaired persons who took the CPI between January 1968 and June 1968 and checking the results against their actual employment status.

Completion is scheduled for December 1972.

6.48 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-50

Elizabeth Ann Rothman, Doctoral Candidate; Dr. Malcolm S. Cohen, Sponsor, Department of Economics

Time patterns of Adjustment in Labor Force Behavior

This study is analyzing the determinants of changes in labor force behavior among residents of poverty and nonpoverty areas, with particular attention to the possibility that longer-term slum residents are more likely to be engaged in the irregular economy than new arrivals and may therefore have lower rates of labor force participation. Factors to which labor force behavior will be related include personal characteristics, length of residence in the area, economic characteristics of the type of labor market in which the individual originated, current source of income, and participation in job training programs. The study consists of cross-section analyses of data for three separate groups of 7,000 individuals each residing in the Concentrated Employment Program (CEP) areas of New York City, the non-CEP areas of Detroit, and the non-CEP areas of Atlanta. The main source of data is the 1969 Urban Employment Survey by the Bureau of Labor Statistics. Other data are being obtained from *County Business Patterns* and the Current Population Survey, by the Department of Commerce, and from State welfare agency records.

Completion is scheduled for September 1972.

6.49 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-51

Barry Bluestone, Doctoral Candidate; Dr. Malcolm S. Cohen, Sponsor, Department of Economics

Wage Rate Determinants of the Working Poor

This study of low-income workers—particularly those with full-time, year-round employment—is investigating the extent to which their wage rates reflect individual capability as opposed to their race, sex, geographical location, or industry affiliation. Wage determination models are to be tested using data from a recently completed project by the University's Institute of Labor and Industrial Relations which merges the results of the 1967 Survey of Economic Opportunity (SEO) with information from several other Federal surveys to produce a comprehensive set of detailed data on

the characteristics of the regions, industries, and individuals in the SEO sample.

Completion is scheduled for December 1972.

6.50 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-16

Mary Huff Stevenson, Doctoral Candidate; Dr. Daniel R. Fusfeld, Sponsor, Department of Economics

The Determinants of Low Wages for Women Workers

This project is measuring the effects on the relative wages of men and women of differences in occupation, industry, and investment in human capital, with special attention to low-wage workers. It also describes the extent and nature of low-wage employment among women and the demographic and personal characteristics of women who work for low wages.

The analysis is based on data from the 1967 Survey of Economic Opportunity, combined with data from census and other Government sources to show the industry, occupation, and area of residence of the survey sample.

Completion is scheduled for September 1972.

6.51 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-46

Robert Lyman Hubbard, Doctoral Candidate; Dr. Joseph Veroff, Sponsor, Survey Research Center

Future Orientation and Expectations as Predictors of Employment Success

This project builds on an ongoing study of the influence of achievement motivation on trainees' job success (see 4.103) whose preliminary findings suggest that motivation is affected by labor market conditions at the time of appraisal and the individual's general orientation to the future. It addresses such questions as: What factors affect trainees' expectations? What causes these expectations to change? How do future orientation and expectations function as predictors of job success?

Job histories and measures of motivation and expectations for approximately 150 trainees from the other study are being used in this project.

Completion is scheduled for July 1972.

6.52 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-47

Barbara Nell Carter, Doctoral Candidate; Dr. Howard Schuman, Sponsor, Department of Sociology

Institutional Racism: Forms of Discrimination in Merit and Nonmerit Hiring and Promotion

This project explores racial differentials in hiring and promotion practices across and within occupations and organizations to ascertain: (1) The extent to which such differentials are attributable to employer discrimination or to differences in education and experience; and (2) the relationship of organizational structure and functions to different forms of discriminatory barriers. It is testing the hypothesis that even when the mechanisms of discrimination produce the same outcome, their operation ranges from formal and impersonal in rules-oriented, highly centralized, bureaucratic organizations to informal, interpersonal, and ad hoc in participatory, human relations organizations.

The researcher is canvassing firms selected from Michigan areas with comparable groups of black labor. The sample, consisting of 10 organizations employing 150 workers or more, includes two public welfare agencies to represent conditions of "merit" employment. Within each organization, interviews are being conducted with 50 employees in each of three categories: Policymakers and administrators, managers and supervisors, and rank-and-file workers. Supplemental information is being gathered from company policy papers and through participant observation.

Completion is scheduled for September 1972.

6.53 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-11

Michael Denney, Doctoral Candidate; Dr. Kenneth P. Langton, Sponsor, Department of Political Science

The Effect of Technology on Organizational Structure

This study is concerned with the process by which a traditionally isolated sector of society—U.S. farmworkers—builds relations with social and political institutions. It examines patterns of social integration as shaped by mechanization, unionization, politicization, and social mobility. For a sample of 200 farmworkers, 30 farm managers, and 30 farm operators in San Joaquin Valley, Calif., information is being obtained in extended personal interviews on personality, intelligence, values, attitudes, behavior, and background characteristics.

Completion is scheduled for September 1972.

6.54 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-22

Susan Gore, Doctoral Candidate; Dr. Sidney Cobb, Sponsor, Survey Research Center

The Influence of Social Support and Related Variables in Ameliorating the Consequences of Job Loss

For low-skill, blue-collar workers laid off in plant shutdowns, this project attempts to gage the importance of positive interaction with friends, neighbors, and kin in offsetting the physical and psychological stress of job loss. It hypothesizes that through these supportive affiliations, the displaced worker derives job information; preserves his self-esteem; reevaluates the importance of his various life roles; maintains contact with reality; arrests the development of idiosyncratic, negative attitudes toward his union and former employer; and is assured of a reasonably secure future.

The study builds on and utilizes data from a longitudinal investigation of the health effects of job loss. Additional, group-level data are being gathered and used to determine whether and to what extent the higher level of social support prevailing in a rural community accounts for the contrasting impact of job loss between urban and rural terminees.

Completion is scheduled for May 1973.

6.55 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-24

Ross M. Stolzenberg, Doctoral Candidate; Dr. Louis A. Ferman, Sponsor, Institute of Labor and Industrial Relations

The Occupational Determination of Discriminatory Returns to Education for Black Men

This study consists of two parts: (1) Measuring the racial differential in money returns to education for several occupations; and (2) ascertaining the relative importance as determinants of this differential of selected characteristics of the industrial environment, work content, and people associated with each occupation.

An individual income model is being developed and applied to data from the 1966 and 1967 Survey of Economic Opportunity. Data on occupations and industries are being derived from the *Dictionary of Occupational Titles*, the Census of Manufactures, the Census of Population, *Employment and Earnings*, and other published sources.

Completion is scheduled for December 1972.

6.56 THE RESEARCH FOUNDATION OF STATE UNIVERSITY OF NEW YORK, ALBANY
ALBANY, N.Y.

Grant 91-36-72-31

George Bruce Hartmann, Doctoral Candidate; Dr. E. F. Renshaw, Sponsor, Department of Economics

An Analysis of the Impact of Urban Renewal and Highway Programs on Employment in Black-Owned Businesses

This appraisal of the employment impact of urban renewal and highway development programs attempts to quantify and describe the characteristics of displaced black employers and employees; analyze patterns of response to displacement; suggest specific Federal relocation measures; and provide a framework for forecasting displacements and the amount of funds required to salvage and upgrade the jobs and businesses affected.

The candidate is compiling self-contained case studies for each of seven major cities. Each case study will include an analysis of the city's economic characteristics and of the relocation experiences of its dislocated businesses. The results of recent surveys of companies displaced by urban and highway development in other cities are also being examined and compared with the case study findings.

Completion is scheduled for March 1973.

6.57 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-13

John Robertson Morse, Doctoral Candidate; Dr. Ronald D. Corwin, Sponsor, Department of Sociology

Occupational Mobility Among Unionized Civil Service Workers in New York City

This investigation of union strategies for promoting occupational mobility compares the career histories of four membership groups within the New York City Council of the American Federation of State, County, and Municipal Employees: (1) Members who have participated in the union's training programs; (2) members who are in occupations for which credentials have been altered or dropped by the civil service; (3) members who have retired and found new jobs; and (4) members who have received none of these benefits.

Demographic, attitudinal, and work history information is being obtained from questionnaires from a sample of 500 members from each group. The rationale behind the various strategies for increasing career mobility and how it has changed over the years is being explored in interviews with union officials. Information on the civil service system and its responses to the union's strategies is being obtained in interviews with civil service officials.

Completion is scheduled for October 1972.

6.58 THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Grant 91-37-72-14

Howard S. Muse, Jr., Doctoral Candidate; Dr. George B. Tindall, Sponsor, Department of History

Youth Programs in Historical Perspective: The Experience of the National Youth Administration, 1935-43

This project compares youth unemployment and Federal programs to alleviate it during the New Deal and today. The candidate has compiled a history of the National Youth Administration from a variety of secondary sources and is examining its implications for the Job Corps and Neighborhood Youth Corps, as well as for the general, persistent problem of integrating large numbers of young people into an increasingly complex industrial society.

Completion is scheduled for July 1972.

6.59 THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Grant 91-37-72-15

Frances Cecile Roussell, Doctoral Candidate; Dr. Neal H. Tracy, Sponsor, School of Education

A Comparative Study of Teachers' Attitudes Toward Men and Women Department Heads in Large-City Secondary Schools

In light of the increasing decline of women in educational administration, this project investigates the relationship between the attitudes of teachers toward the sex of their department head and the resulting work climate and leadership effectiveness of these heads. The candidate is surveying 68 departments, approximately half of which are headed by women, in 17 high schools in the Miami, Fla., metropolitan area. The counselor responsible for each school's testing program is being asked to administer questionnaires as follows:

1. To the heads of the English, mathematics, science, and social studies departments, for measurements of their perceptions of their own influence and administrative involvement in the school.
2. To the principal and assistant principals, for ratings of the department heads' aggressiveness, suggestibility, and professional knowledge.
3. To a sample of six teachers in each department, randomized by sex, for their perceptions of their department head's level of influence and administrative involvement in the school; of the effects of sex, age, experience, and training on the performance of an administrator, and of the work climate.

Results will be analyzed to determine whether departments administered by men differ in important organizational respects from those administered by women.

Completion is scheduled for October 1972.

6.60 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-15-69-35

Robert B. Wallace, Doctoral Candidate; Dr. Robert Eisner, Sponsor, Department of Economics

The Benefits of Public High School Education in the United States

For students from different socioeconomic backgrounds, this study attempts to measure the increments

in achievement and income that are associated with attending various high schools. The analysis seeks to isolate the influence of school, community, and home variables on changes in a student's achievement test scores between the ninth and 12th grades and to relate his school achievement to his earnings 5 years after graduation, taking account of post-high school training and motivational factors. These measures of the high school's contribution to the individual's achievement, and ultimately to his earnings, will quantify differences among groups of students and the schools themselves. Data were drawn from Project TALENT (a cooperative effort of the U.S. Office of Education, the American Institutes for Research, and the University of Pittsburgh), under which longitudinal information on selected high schools and students has been collected since 1960.

Completion is scheduled for October 1972.

6.61 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION COLUMBUS, OHIO

Grant 91-37-70-55

Jeanne W. Prodell, Doctoral Candidate; Dr. Rachel M. Hubbard, Sponsor, School of Home Economics

A Descriptive Survey of Part-Time Employment in Food Services in Ohio

This project examines the scope and occupational distribution of part-time employment in food service operations in four major metropolitan areas of Ohio and the characteristics of the part-time workers. Data are being gathered in interviews with the workers and their employers in 10 commercial firms and 10 health-care institutions in each area.

Completion is scheduled for October 1972.

6.62 UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA.

Grant 91-40-70-54

Jean C. Darian, Doctoral Candidate; Dr. John D. Durand, Sponsor, Graduate Group in Demography

Labor Force Participation of Married Women in the United States: An Investigation of the Role of Occupation

This study investigates the extent to which the labor force behavior of married women depends on: (1) Changes in employment opportunities in those occupations affording them a relative advantage; (2) competition from members of the other secondary labor force groups; and (3) the type of work available as well as the availability of work.

The analysis is based on data for married women living with their husbands, from published reports of the Bureau of the Census and Bureau of Labor Statistics, and from the Survey of Economic Opportunity.

Completion is scheduled for September 1972.

6.63 UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA.

Grant 91-42-72-33

Peter Konijn, Doctoral Candidate; Dr. William Gomberg, Sponsor, Department of Industry

An Econometric Model of Minority Hiring Among Manufacturing Industries

This study relates patterns of occupational discrimination to the size, characteristics, and locale of selected industries. It is attempting to distinguish between the proportion of maldistribution of racial concentration over occupations that is due to demand for a given quality labor force, whether white or black, and the proportion that is unexplained and that might be attributed to discrimination. Its underlying hypothesis is that the actual productivity of labor, as reflected in the marginal rate of substitution of white workers for black, is determined by the following variables: (1) The size of the standard metropolitan statistical area (SMSA) in which an industry is located; (2) per capita expenditures on education, adjusted for the proportion of blacks in the civilian labor force, by SMSA; (3) the nature of the experienced labor force for hire to a given firm, by SMSA; and (4) an industry's employment growth, degree of capital intensiveness, and level of unionization.

The analysis, to be based on published Federal sources, will cover 16 industries and nine occupational categories.

Completion is scheduled for February 1973.

6.64 PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-32-69-66

James J. Heckman, Doctoral Candidate; Dr. Albert Rees, Sponsor, Department of Economics

Determinants of Household Labor Force Response to Income and Asset Changes

In order to predict the labor force behavior of married women, this project attempts to relate their labor force participation, by age and race, to: (1) The size and source of income changes in their households; (2) their families' assets and debts; and (3) changes in the level and composition of assets. Household survey data from the Bureau of Labor Statistics are being used.

Completion is scheduled for December 1972.

6.65 PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-32-70-41

Vernon J. Dixon, Doctoral Candidate; Dr. William J. Baumol, Sponsor, Department of Economics

A Determination of Investment Priorities in Urban Black Communities

In an effort to ascertain the optimal use of resources available to urban black ghettos, this study considers the following investment possibilities: (1) Training unskilled workers for jobs located primarily outside their community; (2) inducing outside firms to relocate or open branch plants in the ghetto; (3) subsidizing resident-owned businesses; or (4) some combination of these possibilities. The relative merits of these investment alternatives are being weighed from the standpoint of the community's specific objectives; i.e., whether it seeks to maximize its share of the gross national product or to increase the level of employment in the area.

The Bedford-Stuyvesant section of Brooklyn, N.Y., which has tried a combination of the three investment possibilities, is the setting for the research. Using data on population trends and labor force participation rates for the area, the researcher is estimating the jobs needed to provide employment for the community's workers. These needs are being compared with estimates of the maximum numbers and costs of employment opportunities that would result from alternative government investments.

Completion is scheduled for September 1972.

6.66 UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-71-45

Jonathan E. Garlock, Doctoral Candidate; Dr. Herbert G. Gutman, Sponsor, Department of History

The Producing Classes: Ideology in American Agrarian and Labor Movements, 1866-1896

This project is concerned with the response of unskilled workers to the technological innovations of the late 19th century. It is reassessing and correlating the widely diverse activity in political and reform movements, labor unions, farmers' groups, and experimental producer-consumer cooperatives of that period in an attempt to answer two questions: (1) To what extent were these phenomena different aspects of a coherent response to technological change? and (2) What are their implications for interpreting workers' responses to technology today?

The study draws on the records and journals of farm and labor organizations, reports of State labor bureaus, autobiographies of movement leaders, and other literature of and about the period.

Completion is scheduled for August 1972.

6.67 SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-71-50

Joseph F. Greer, Jr., Doctoral Candidate; Dr. Thomas S. McPartland, Sponsor, Department of Sociology and Anthropology

Work and the Organization of Life Style: Implications for Job Retention

This study attempts to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who, after 2 weeks or more of unemployment, apply for work through the N.Y. State Employment Service office in Olean.

As soon as a subject is placed in a job, he and his wife are being asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is being contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

Completion is scheduled for July 1972.

6.68 UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Grant 91-06-71-25 (formerly 91-05-70-46)

Herman Borenzweig, Doctoral Candidate; Dr. Martin Wolins, Sponsor, School of Social Welfare, University of California, Berkeley

The Effect of Becoming Employed on Self-Image

This study considers how and to what degree training and employment affect the self-concept of the disadvantaged worker. Tests to measure role expectation, self-concept, self-role congruency, and personality are being administered at enrollment and 8 months later to 200 trainees from a San Francisco Bay area Concentrated Employment Program and from the Department of Rehabilitation in Oakland, Calif.

Completion is scheduled for December 1972.

6.69 STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-71-27

Flora Davidoff, Doctoral Candidate; Dr. Paul A. David, Sponsor, Economics Department

Emigration of Southern Blacks in the United States, 1910–70

This study seeks to explain temporal and spatial variations in Negro migration from the South. Time-series and cross-section data are being used to analyze the effects on migration decisions of age, transitory and long-term levels of unemployment, regional differentials in unemployment rates, and the "pull" of earlier migration movements.

Completion is scheduled for December 1972.

6.70 SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Grant 91-34-69-26

John H. Florer, Doctoral Candidate; Dr. Nelson M. Blake, Sponsor, Department of Political Science

The National Effort to Acquire Federal Action on Equal Employment Opportunities for Women in the 1960's

This study is documenting and analyzing private efforts in the 1960's to spur Federal action against sex discrimination in employment. The nature of the drive for equal employment opportunities for women is being related to Federal policies and to Federal legislative, administrative, and judicial actions. The study is using data from official records and published materials, as well as interviews or correspondence with public figures who promoted various actions, with representatives of equal employment interest groups, and with officials involved in applications of the law.

Completion is scheduled for September 1972.

6.71 SYRACUSE UNIVERSITY
UTICA, N.Y.

Grant 91-36-71-52

James P. O'Hair, Doctoral Candidate; Dr. Mark Abrahamson, Sponsor, Department of Sociology

The Achievement Process: An Exploratory Study of Career Beginnings

Assuming that the positions to which an individual moves within and between occupational structures largely determine his social status, this study is analyzing the way in which structural and social psychological influences interact to determine early career mobility and thus define achievement as a process. The researcher will develop a model which conceptualizes the process as one through which the individual acquires various types of resources which interact with his environment to provide him with the means to

make the sequence of moves needed to attain a desired goal or status.

Operationally, the model associates each of the steps through which the individual must pass to reach the career goals with the variable conditions which must obtain for successful mobility into the particular step: His antecedent knowledge of the goals in the environment and of alternative means of achieving those goals and his accumulation of such other resources as personal attributes, skills, motivations associated with success and failure, capital of various sorts, and role models.

The model will be tested with data for 1960, 1961, and 1965 from the Project TALENT data bank for young men who were high school seniors in 1960.

Completion is scheduled for July 1972.

6.72 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 91-46-70-35

Judy P. Appelt, Doctoral Candidate; Dr. Robert C. Mayfield, Sponsor, Department of Geography

Relationships Between Population Decrease and Tertiary Employment Opportunities in Agricultural Communities

This study of the impact of declining population on job opportunities focuses on small, agriculturally oriented towns in an effort to: (1) Establish the order in which business and service functions change or disappear, and (2) correlate those functions which show the greatest loss, gain, or alteration of form with changes in opportunities for existing and potential entrepreneurs and employees. Inventories are being made of functions present and opportunities filled for the periods 1950–60 and 1960–70.

The study is based on a stratified random sample of 40 agriculturally based towns in western Kansas whose populations declined between 1950 and 1960. Data are being gathered from secondary sources, field observations, and interviews with a random sample of 375 proprietors, managers, professionals, and skilled workers active in the towns since 1950. In addition to information concerning past and current job opportunities, the interviews are probing the respondents' attributes and their subjective opinions about prospective opportunities within their particular occupations.

Completion is scheduled for April 1973.

6.73 TULANE UNIVERSITY
NEW ORLEANS, LA.

Grant 91-20-68-55

Thomas L. Turner, Doctoral Candidate; Dr. Leonard Reissman, Sponsor, Department of Sociology

Attitudes Comprising the "Culture of Poverty"

This study is testing the validity of the concept, "culture of poverty," by comparing certain values, norms, and attitudes among the poor and nonpoor. It is measuring the effects of age, family structure, and race on individual adherence to the values, norms, and attitudes of the "culture of poverty," with emphasis on those aspects which hinder the poor in achieving economic security when the opportunity is present. Interviews are being conducted in New Orleans with 125 persons from each of the following groups: Poor whites, poor Negroes, and whites and Negroes whose incomes are above the poverty level.

Completion is scheduled for December 1972.

6.74 TULANE UNIVERSITY
NEW ORLEANS, LA.

Grant 91-22-72-04

Shirley B. Laska, Doctoral Candidate; Dr. Michael Micklin, Sponsor, Department of Sociology

Role Models and Occupational Knowledge: A Study in Adolescent Socialization

This project is testing some of the basic assumptions underlying recent strategies for exposing urban high school students to career possibilities. It examines the effects on an adolescent's occupational aspirations of race, sex, social class, and the status and racial heterogeneity of his school and neighborhood, and seeks to ascertain the nature and quality of the occupational and labor force orientation he receives.

The study surveys approximately 180 senior students from each of four New Orleans high schools, chosen to reflect the racial and socioeconomic diversity of the city's school system. Questionnaires, to be administered to one English class during each of the six periods in a school day, are designed to elicit information on each student's occupational expectations and aspirations, career role models, knowledge of aspirations, significant others and their occupations, experiences that presented him with occupational models, and general knowledge of the world of work and where he obtained it.

Completion is scheduled for October 1972.

6.75 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-69-24

Marvin H. Kahn, Doctoral Candidate; Dr. Edward Kalachek, Sponsor, Department of Economics

Substitution in the Labor Market: A Nonseparable Approach

This study is concerned with the extent to which substitution among capital and different types of labor can offset the inflationary effects of capital and labor shortages. On the assumption that all labor market inputs interact with one another inseparably, the study tests the hypothesis that capital can act as either a substitute for or a complement to labor. Specifically, it investigates post-World War II changes in the elasticity of substitution with respect to workers in different occupations, age-sex groups, and levels of educational attainment in relation to changes in technology, the composition of output, and labor force characteristics.

Completion is scheduled for June 1973.

6.76 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-69-38

Norbert W. Budde, Doctoral Candidate; Dr. Edward Kalachek, Sponsor, Department of Economics

Demand and Training for Dental Hygienists

This study is examining the range of activities, within a dentist's practice, in which a hygienist can substitute for the dentist and the optimal mix of these activities, and deriving a demand and supply curve for hygienists.

Dentists who do and do not employ hygienists are being interviewed concerning the time they spend on various tasks which both they and hygienists can perform and the total volume of services their practices provide. The demand estimate for hygienists is based on substitution possibilities and the value of the dentists' time in terms of the size of their practices. The supply estimate builds on the results of other studies and takes into account such factors as expected rate of return on investment in training, availability and cost of training, and present competition to enter training.

Completion is scheduled for December 1972.

6.77 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-70-21

Gelvin L. Stevenson, Doctoral Candidate; Dr. Edward Kalachek, Sponsor, Department of Economics

Nonwhite Teenagers in the Job Market

This study is constructing and testing a model to explain why minority teenagers fare so poorly in the labor market. The test uses data from the 1960 census on the socioeconomic characteristics of white teenagers and those of other races (by age and sex group) and on the population density, public transportation, and characteristics of the labor market of a given area.

Completion is scheduled for December 1972.

6.78 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-70-52

David E. Berger, Doctoral Candidate; Dr. Richard F. Muth and Dr. Edward Greenberg, Sponsors, Department of Economics

An Analysis of Depressed Regions

This study applies recent theories of regional growth in constructing a model of the dynamics of depressed areas and testing it for depressed labor markets in Pennsylvania for the period 1947–58. Data sources include Census of Business and Census of Manufactures publications.

Completion is scheduled for December 1972.

6.79 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-71-36

Paul T. Dickinson, Doctoral Candidate; Dr. Frederic Q. Raines, Sponsor, Department of Economics

The Effect of Income Maintenance Programs on the Labor Supply and Incomes of Low-Income Households

This project seeks to evaluate the potential impact of various income maintenance schemes on labor force participation and other dimensions of labor supply among key social and demographic groups. Three criteria of efficiency are being applied in comparing the

different plans: (1) Minimization of the reduction in labor supply; (2) maximization of the degree to which households are raised above the poverty level; and (3) maximization of the proportion of gross expenditures on the program that shows up as a net increase in family income.

Estimates disaggregated by age, sex, race, marital status, and income group are being developed from data for a cross-section of 40,000 low- and medium-income individuals drawn from the Census Bureau's Current Population Surveys for February and March 1966.

Completion is scheduled for October 1972.

6.80 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-72-30

Dismas B. Kalcic, Doctoral Candidate; Dr. Edward Greenberg, Sponsor, Department of Economics

Interarea Occupational Earnings Differentials: A Cross-Section Analysis

This study is testing the premise that for a given occupation, variations in earnings between economic areas are functions of: (1) The amount and quality of workers in the occupation; (2) the amount and quality of all other workers in the area (as determined by the interaction of sex, race, and level of educational attainment); and (3) the capital/labor ratio of the area. The candidate is attempting to pinpoint the causes of differences in occupational earnings between the North and the South.

Data sources include the Census of Population, the Census of Manufactures, Bureau of Labor Statistics bulletins, and the 1967 *County and City Data Book.*

Completion is scheduled for February 1973.

6.81 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-53-70-08

John F. Baum, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

An Experimental Analysis of Training for Disadvantaged Workers Under the Job Opportunities in the Business Sector (JOBS) Program

This study is comparing costs and outcomes of current approaches to training used by National Alliance of Businessmen (NAB) firms participating in the Job Opportunities in the Business Sector (JOBS) program. A sample of 180 disadvantaged trainees and 120 other new employees of NAB-JOBS firms in Dallas has been randomly divided into three training groups, each of which simulates a major alternative approach available to NAB-JOBS firms. For each of the three groups, the disadvantaged trainees and the other employees are being compared with respect to sociopsychological and economic characteristics and pretraining and post-training job performance and attitudes.

Completion is scheduled for November 1972.

6.82 YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-07-68-59

Bruce R. McKellips, Doctoral Candidate; Dr. Mark W. Leiserson, Sponsor, Department of Economics

Negro Migration and the Urban Complex: Some Implications for Public Policy

This study is evaluating the structure and dynamics of Negro migration in order to suggest policies on migration to central cities. It uses data from the 1960 census on gross and net migration into and out of States and standard metropolitan statistical areas.

Completion is scheduled for June 1973.

6.83 YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-71-28

Peter Reuter, Doctoral Candidate; Dr. James Tobin, Sponsor, Department of Economics

Macroeconomic Policies in Inflationary Situations and the Size Distribution of Income

This study is exploring the distributive impact of alternative policies for depressing the rate of inflation, using data on the financial characteristics of 2,557 families from two recent Federal Reserve Board surveys. It will: Estimate the structure of income, with particular attention to nonwage income, for different socioeconomic groups; examine the influence of macroeconomic policy instruments on the composition of aggregate income; and assess the effects of changes in the composition of aggregate income on the incomes of different socioeconomic groups.

Completion is scheduled for November 1972.

6.84 YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-71-42

Geoffrey R. H. Woglom, Doctoral Candidate; Dr. Robert S. Goldfarb, Sponsor, Department of Economics

The Implications of Search Unemployment for Labor Market Behavior and the Phillips Curve

This research is extending models that attribute the shortening of the job search during inflation to the fact that workers' acceptance wages reflect lagging perceptions of wage and price increases. The researcher questions the implication of these models that the trade-off between unemployment and inflation described in the Phillips curve is perfectly inelastic in the long run, when perceptions catch up with reality. The researcher is broadening the theoretical framework to encompass the intensity of job search as well as the acceptance wage. He intends also to incorporate more realistic assumptions about the ways in which jobseekers adjust their market information and hence their expectations and to take account of the effects on the flow of workers into and out of the pool of unemployed of labor market accounting balances (that is, not only the actions of employers and workers but also the stock of employed as well as unemployed workers).

Completion is scheduled for January 1973.

6.85 YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-72-29

Charlotte K. Stiglitz, Doctoral Candidate; Dr. William C. Brainard, Sponsor, Department of Economics

Wage Determination for Public Employees: The Case of Public School Teachers

This study is seeking to ascertain the impact of public services supply and demand on teachers' salaries during the 1960's. It considers such questions as: (1) What is the relationship between a community's expenditures on education and the levels of earnings and educational attainment of its citizens? (2) What is the relative expenditure on education in communities with higher proportions of the population either over 65 or dependent on nonpublic schools? (3) Can teachers demand and receive higher salaries if the community's pupil-teacher ratio rises? If more attractive financial alternatives emerge in the private sector? (4) Can they be forced to accept salary cuts in communities with high rates of unemployment among professionals? (5) Has unionization boosted teachers' salaries relative to the salaries of nonunionized public employees and of other nonagricultural workers?

Sources for the analysis include the yearly census of public employment; the *Census of Governments, 1962 and 1967*; the Office of Education's *Digest of Educational Statistics* and *Statistics of Nonpublic Elementary and Secondary Schools*; and publications of the Research Division of the National Education Association, the National Catholic Educational Association, and the American Federation of Teachers.

Completion is scheduled for March 1973.

COMPLETED PROJECTS

6.86 BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

Grant 91-37-70-53

James G. Goodale, Doctoral Candidate; Dr. Patricia C. Smith, Sponsor, Department of Psychology

Background Characteristics, Orientation, Work Experience, and Work Values of Employees Hired from Human Resources Development Applicants by Companies Affiliated with the National Alliance of Businessmen (NAB)

This study focused on differences in the work values of trainees in NAB programs and those of regularly employed unskilled and semiskilled persons. It sought to measure not only these differences, but also their relationship to workers' backgrounds and to absenteeism, and ratings of attitude and potential, and changes in the trainees' work values during orientation.

The sample included the study group of 110 hard-core trainees, a comparison group of 180 semiskilled and unskilled employees of two companies, and a control group of 252 middle-class persons (insurance agents and college students). Data were obtained through questionnaires, interviews, and biographical inventories.

The findings indicate that hard-core trainees entering the program differed markedly from regular employees in work values. They placed less emphasis on keeping active on the job, the perceived social status of being employed, and the intrinsic rewards of work.

They stressed, more than regular employees, making money and taking pride in their work. Work values were significantly related to background characteristics. The changed work values of the hard-core trainees after 8 weeks of training did not differ significantly from work values expressed by control subjects, indicating training was influential in changing work values in the direction of those of middle-class, employed groups.

6.87 BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

Grant 91-39-71-1i

Thomas E. Standing, Doctoral Candidate; Dr. Robert M. Guion, Sponsor, Department of Psychology

An Application of Information Theory to Individual Worker Differences in Satisfaction with Work Itself

This study investigated several hypotheses based upon an individual-environment fit model of job satisfaction. The theoretical base for the present study suggested an analysis of the employee's environment, i.e his job, in terms of its complexity and measurement of a worker in terms of his ability to process such complexity through a cognitive structure.

The job of steel mill inspector was selected in order to demonstrate the feasibility of treating a job as a sequence of discrete operations and indexing complexity through the application of information theory. Each of 59 inspectors in an Ohio steel company was observed on the job and the sequence of job operations recorded. A number of information measures were calculated for each sequence.

As predicted, overall satisfaction with the work task was an inverted U-shaped function of cognitive complexity. Cognitive complexity was also significantly related to satisfaction with four other aspects of work —supervision, promotions, amount of feedback, and amount of say in how the work was done.

Discussion of results focused on the implications of the present research and theory in the area of job design and employee satisfaction. Special emphasis was placed upon a recognition of individual differences in job-related cognitive complexity and its role in attempts to increase worker satisfaction and motivation through job enlargement.

6.88 BRANDEIS UNIVERSITY
WALTHAM, MASSACHUSETTS

Grants 91-23-66-59 and 91-23-67-45

Jane Gaudette Jones, Doctoral Candidate; Dr. Wyatt Jones, Sponsor, Florence Heller Graduate School for Advanced Studies in Social Welfare

Career Patterns of Women Physicians

This exploratory study sought to identify factors which motivate women to enter the medical profession and obstacles which they must overcome in training for and pursuing their careers. The candidate interviewed 265 women (81 medical students and 184 physicians) about their career decisions and personal and professional career patterns.

Questionnaires were sent to 410 women enrolled in three medical schools between 1946 and 1966. Data were gathered in a series of taped interviews on family background; high school, college, and medical school experience; graduate training and practice; training and career interruptions; and marital and childbearing history.

The study found the women to be an elite group whose decision to study medicine was congruent with their families' professional orientation. In most cases, occupational interests had been defined early and pursued without interruption. Early stressful situations centered most often around academic pressures and competition. Later, those who had children were faced with new pressures which greatly increased the complexity of their roles. Whether student, intern, resident, or practicing physician, these women reported that stress and conflict came hand-in-hand with childbearing and child-rearing responsibilities. Marriage alone was rarely sufficient cause for discontinuing practice, and the more advanced in their careers the women were before their first children were born, the less likely childbearing was to disrupt their practices.

The dissertation called for updating counselors' attitudes about medicine as a career for women and strengthening counseling services to talented young women in high school and college; increasing the flexibility of educational schedules; encouraging women physicians with children to work in partnerships, group practices, and academic and research settings; and increasing child day care facilities.

6.89 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-69-53

Stephen R. Engleman, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

An Economic Analysis of the Job Corps

This study of the effectiveness of the Job Corps program sought insight into the factors which influence the success of enrollees.

Determinants of time spent in the program and of posttraining earnings were examined for white and black young men in two age groups. Existing biographical and followup data were available for this analysis. The study also developed benefit-cost estimates of the program for these four groups.

How long participants remained in the program was found to depend largely on the characteristics of the individual Job Corps centers. The researcher discovered that nonwhites needed 6 months of training and whites 3 months to achieve significant improvement in their job skills. Nonwhites remained in the program longer than whites, with southern Corpsmen, especially young whites from small towns, leaving earliest. Older Corpsmen stayed longer than younger Corpsmen, and those reading at sixth-grade level stayed longer than those above or below this level.

The effect on earnings of years of schooling was greater among whites than nonwhites, the study found. Age did not affect whites' earnings, but older nonwhites earned significantly more than the younger nonwhites.

From a cost-benefit standpoint, younger nonwhites and older whites were seen as gaining much more from their Job Corps experience than the older nonwhites. Overall, estimated benefits considerably exceeded costs.

6.90 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-15

Erwin A. J. Dreessen, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Institute of Industrial Relations

Elasticity of Demand for Labor: A Cross-Section Study of Wood Products Industries

This study examined the relationship between wages and employment in millwork and furniture plants in 3 postwar years (1958, 1963, and 1967).

Using census and other data for States, the relationship was estimated within a simultaneous equation system describing supply and demand in the labor market, holding the volume of output constant. The theoretical and empirical literature was also reviewed, and postwar changes in the structure of the lumber and furniture industries were described.

The main finding is that the demand for labor in these industries was significantly and negatively related to wages.

6.91 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 91-05-70-28

Barbara Ann Rosenquist, Doctoral Candidate; Dr. Melvin L. Barlow, Sponsor, Graduate School of Education

The Impact of Company Training Programs on Reducing the Alienation of the Hard-Core Unemployed

This study examined organizational policies for assimilating the hard-core unemployed and assessed the effect of these policies on the alienated black employee. The major question was whether style of leadership had a significant affect on alienation.

Data were obtained in interviews with employees and management personnel in eight companies in the Los Angeles area.

Analysis of the results indicated that older employees and those with less than a high school education had higher alienation in companies with a conventional and autocratic leadership style; employees without a conviction record had lower alienation in companies with a more democratic and modern leadership style; and the employee's sense of powerlessness negatively affected his attitude toward other aspects of the organization.

The author concluded that feelings of powerlessness have direct negative consequences for the success of any program. She called for reorientation of company leadership style, particularly at the supervisory level, and provision for increased power-sharing by lower entrants of the organization through job redesign and participation in the decisionmaking process.

6.92 UNIVERSITY OF COLORADO
BOULDER, COLO.

Grant 91-06-70-38

James Carlton Howell, Doctoral Candidate; Dr. Delbert S. Elliott, Sponsor, Department of Sociology

A Comparison of Probation Officers and Volunteers

This study compared the effectiveness of probation officers and volunteers as counselors of juveniles on probation.

Subjects were 80 male juvenile probationers—40 counseled by probation officers and 40 by adult volunteers. The two groups were matched on the basis of sex, age, socioeconomic status, offense history, ethnic background, and length of time in counseling, which ranged from 6 to 15 months with a mean of 8 months. Data were collected at 3-month intervals during counseling on the youths' attitudes toward, and interaction with, counselors, delinquent behavior, activities, etc.

Two of Homan's hypotheses were tested: (1) As the frequency of interaction increases between persons, their liking of each other increases unless authoritarianism intervenes, and (2) as the degree of liking and interaction increases, the more similar their activities (attitudes and behavior) become.

The data provided very weak support for the hypotheses, since authoritarianism did not have the expected effect.

The quality of relationships between probationers and volunteer counselors seemed to be better than those between probationers and probation officers. The differences tended to disappear in relationships of longer than 6 or 9 months duration, however, and no significant differences were observed between the two groups on any of the measured attitudes and behavior at the first or last measurement interval. The volunteer-counseled group had made slightly, but not significantly, higher gains in the interim.

6.93 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-68-28 and 91-34-69-18

Marjorie Hanson Honig, Doctoral Candidate; Dr. Gary S. Becker, Sponsor, Department of Economics

The Impact of the Welfare System on Labor Supply and Family Stability: A Study of Female Heads of Families

This report presents a statistical analysis of the relationships between the proportion of the population receiving public assistance payments under the Aid to Families with Dependent Children (AFDC) program and the level of income available to recipients from the program relative to expected earnings.

This study used aggregate earnings data from the largest standard metropolitan statistical areas of the 1960 and 1950 censuses to represent expected earnings. Welfare recipient data were based on AFDC cases rather than individual recipients.

Analysis showed a significant inverse relationship between the proportion of the eligible population receiving AFDC benefits and the amount of the differential between the AFDC stipend and average full-time earnings. Furthermore, as the AFDC payment rose relative to earnings, the eligible population itself expanded because men deserted their wives and children, the author concluded.

6.94 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-69-11 and 91-34-70-05

Deborah S. David, Doctoral Candidate; Dr. Paul F. Lazarsfeld, Sponsor, Bureau of Applied Social Research

Career Patterns and Values: A Study of Men and Women in Science and Engineering

This study compared career patterns of male and female scientists and engineers within broad occupational groups as well as among specific occupations, using data from the 1962 postcensal survey of scientific, professional, and technical manpower. It examined the barriers faced by women choosing to enter these professions, their age, social class, education, and marital and family status, as well as sexual differences in career patterns, rewards and achievements, and occupational values.

The findings showed that the "typical" woman in these professions was 18 months older than the "typical" man and was more likely to have a father in a white-collar occupation. Compared with the men, the women were less likely to earn advanced degrees, have their work published, marry, or have large families. They were more likely to work for the government, to work fewer hours per week and fewer weeks per year, and to receive lower salaries. However, average tenure with the current employer was the same for women and men. Comparison of occupational values showed that

women were more likely to score high on a "people" orientation index and men on an "intellectualism" index.

Recommendations were made to maximize women's participation in science and engineering.

6.95 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-39

Joseph H. Ball, Doctoral Candidate; Dr. James S. Young, Sponsor, Department of Political Science

The Implementation of Federal Manpower Policy, 1961–1971: A Study in Bureaucratic Competition and Intergovernmental Relations

This is a study of the competition among agency-centered political coalitions for control over the administration of Federal manpower programs. The report traces the emergence of the Manpower Administration (MA) in the Department of Labor, the tactics and strategem used to gain power, the 1968 reorganization of MA, and subsequent patterns of program administration at national, regional (New York City), State (New Jersey), and local (Trenton) levels.

6.96 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-43

Robert D. Reischauer, Doctorate Candidate; Dr. Jacob Mincer, Sponsor, Department of Economics

The Impact of the Welfare System on Black Migration and Marital Stability

The study examines several popular hypotheses concerning the nature and causes of the welfare problem facing the country: (1) Areas with low welfare benefits tend to "export" their poor to areas with better benefits. (2) The varied array of opportunities, including welfare opportunities, in the urban centers of the North and West influences both the migrant's decision to leave and his choice of destination. (3) Welfare opportunities may make the core cities into sinks which the poor have little incentive to leave and from which they have no paths to economic advancement. (4) The primary mechanisms fostering marital instability among welfare recipients are the welfare regulations excluding from public assistance most poor husband and wife families.

Variants of a migration model were used to test the first three hypotheses, primarily with data from the 1960 census and from welfare agency records. Overall, the findings imply that, had the South had a more liberal welfare system during the 1955–60 period, black migration to the central cities of the North and West would have been little affected. Other analyses suggested to the researcher that welfare reform, no matter what shape it takes, is not likely to significantly relieve central cities of the inflow of unskilled persons.

A second model, embodying the production and consumption functions of family members, was used to test the fourth hypothesis. The researcher concluded that the specific AFDC regulations that preclude families headed by able-bodied males from coverage are not a significant cause of low-income marital instability. Rather, it is the general provision of welfare income—purchasing power that is independent of work by the individual or the spouse—that stimulates family disruption.

6.97 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-34-68-12

Allan D. Spritzer, Doctoral Candidate; Dr. Felician F. Foltman, Sponsor, New York State School of Industrial and Labor Relations

Trade Union Sponsored Occupational Training in the U.S. Maritime Industry: The Upgrading and Retraining Program of the National Maritime Union

This study examined the National Maritime Union's (NMU) Upgrading and Retraining Program from its inception in May 1966 through December 1967. It focused on the development of NMU training policies in light of the characteristics of the maritime industry and trends affecting employment of merchant seamen since World War II; the program's organization, methods, and procedures; and the effectiveness of the training.

A major portion of the study is devoted to history and description, based on a literature search, personal interviews, observations and data obtained in onsite visits. It analyzes statistics on the characteristics and performance of seamen accepted for training, including detailed data on training performance and posttraining employment experience from the records of 207 men (11.5 percent of those accepted for training in six selected courses during the period studied).

Results show that 73 percent of the subjects enrolled as scheduled, 85 percent completed training, and 83 percent of the completers utilized their new skills at sea. It was found that applicants most likely to succeed in training were least likely to enroll once accepted, and vice-versa.

6.98 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-23-70-24

Samuel A. Rea, Jr., Doctoral Candidate; Dr. John T. Dunlop, Sponsor, Department of Economics

The Supply of Labor and the Incentive Effects of Income Maintenance Programs

This study was concerned with the impact on the adult labor supply of overtime premiums, moonlighting, unemployment insurance, federally subsidized medical care or education, income maintenance programs, and other antipoverty measures which might affect work incentive. The investigator used microeconomic data with individuals as the units of observation (March 1967 Current Population Survey). Utility theory and regression analysis were used to derive a labor supply function for adult workers.

The investigator concluded that unemployment is best thought of as a loss of full income, or a reduction in the amount of time available for allocation between work and leisure. The precise effect of unemployment, he reported, depends on the income effect, the wage rate, and the proportion of unemployment that constitutes leisure. Methods for empirically estimating the effects of income taxes were introduced, but the bias caused by neglecting taxes was shown to be small.

Supply functions were estimated and the supply response to 11 alternative income tax plans was simulated. A $2,400 guarantee with a 50-percent tax rate for a family of 4 was estimated to reduce hours supplied by the recipients by 12 percent and to decrease the number in the labor force by 21 percent. The earnings exemption in the Family Assistance Plan was shown to offer no improvement in work incentives over the conventional plan.

The candidate also found that education exerts a strong positive influence on the supply of all groups, but especially women, and that the effect of a spouse's education is positive for the husband and negative for the wife. Besides reducing disincentives to work, he noted several other policy objectives which should guide income maintenance programs, including minimizing budget cost, transferring income to the poorest families and individuals, and minimizing the welfare cost of the transfer.

6.99 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-71-49

William R. Buechner, Doctoral Candidate; Dr. Wassily Leontief, Sponsor, Department of Economics

Technological Change and the Occupational Composition of the American Labor Force, 1950–1960

This dissertation examined the effects of technological change on the occupational composition of the U.S. labor force between 1950 and 1960. An input-output model, with each industry's labor input coefficient disaggregated into 240 occupational coefficients, was used to measure the effects of changes in: (1) The level and composition of final demand; (2) the input-output coefficients; (3) labor productivity in each industry; and (4) the occupational coefficients in each industry on the economy's total employment by occupation. The effects of technological change on the kinds of jobs performed, on the level of complexity of those jobs, and on their educational and training requirements were also measured through use of the input-output model. Finally, the model was used to determine whether the occupational substitutions which occurred as a result of technological change were affected by changes in the relative wages of the different occupations.

Each of the possible sources of change had much different effects on labor demand, totally as well as on individual occupations. Final demand changes worked to increase the demand for labor from all but four occupations; the average unweighted increase was 33.6 percent. There was very little variation among occupations. Technological change worked to reduce labor demand for most occupations, but its effect was very diverse. Most importantly for manpower planning, it appeared that the main source of variation in the growth rates of employment by occupations was the changes which individual industries made in the occupational mix of their labor inputs. Furthermore, results using observed wage data indicated that the effect of technological change was generally factor-biased, with most industries substituting rising wage occupations for falling wage occupations.

The research for this thesis was funded in part by a Doctoral Dissertation grant from the Harvard Economic Research Project.

6.100 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-18-71-35

Jack L. Franklin, Doctoral Candidate; Dr. Delbert C. Miller, Sponsor, Department of Sociology

Role Performance and Commitment to the Organization

This study examined the relationships between power used by the organization, commitment to the organization, and task performance. It tested the following hypotheses: (1) Organizations relying mostly on normative power tend to elicit more commitment from lower level participants than do organizations using mainly utilitarian power; (2) commitment to the organization has more influence on task performance in normative organizations; and (3) commitment to the informal work-groups has a greater effect on task performance in normative organizations.

A direct interview, sample survey was used to obtain data. Six organizations (three with normative and three with utilitarian power) were selected and a simple random sample of 40 roles was drawn from five of them. The total sample of workers consisted of 265 lower level participants.

The findings supported the first hypothesis, the second hypothesis received mixed support, while the third received no support.

6.101 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-71-19

Jonathan R. Kesselman, Doctoral Candidate; Dr. Robert M. Solow, Sponsor, Department of Economics

The Impact of Fiscal Redistributive Policies on the Supply of Labor: Five Essays in Economic Theory and Program Design

The thesis investigated the labor supply effects of various fiscal devices aimed at income redistribution: The income subsidy, income-work subsidy, wage subsidy, overtime wage subsidy, categorical income subsidy, combined variants, linear lump sum transfer, and wage tax-subsidy. Both static effects on individual and aggregate labor supply and dynamic effects on job search, vocational training, family cohesion, and other incentives were analyzed. The incentive effects of introducing a "work requirement" into an income subsidy were formulated. Throughout, the general superiority of the wage subsidy in terms of work incentives, real economic cost to nonbeneficiary society, and potency as a redistributive device emerged.

Practical policy concerns in income maintenance, as well as a proposal for a comprehensive approach, were discussed. At several points, the analysis yielded insights useful to the interpretation of results from the New Jersey and other income transfer experiments.

The standard static two-good model of labor supply was extended to account for social interactions and dynamic processes which may make leisure an inferior good in the long run. Notions of economic equality were described and related to fiscal redistributive policies. A classical theorem in taxation was overthrown with the assumption of differential worker productivities and free labor-supply choice. Fiscal redistributive devices were placed in the framework of a modern general equilibrium model of optimal taxation. An analysis of the dynamic incentives under egalitarian redistributions is begun. The researcher suggests that some of the tools developed in this study might be applicable to other fiscal problems—such as taxes conditioned on a minimum purchase, optimal tax policy for regional living cost differentials, and the effects of fiscal policy on labor mobility.

6.102 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-56

Don K. Harrison, Doctoral Candidate; Dr. Garry R. Walz and Dr. Gerald Gurin, Sponsors, Department of Counseling and Guidance

Similarity-Dissimilarity in Counselor-Counselee Ethnic Match and Its Relevance to Goal Behaviors of Job Trainees

This study explored the attitudes of black manpower trainees toward counselors who differed in race and examined the effects of counselor race on goal persisting behavior as perceived by manpower trainees.

Subjects were 191 unemployed black males and females enrolled in three manpower programs in Detroit, Mich.: Work Incentive Program, Concentrated Employment Program, and McNamara Skills Center.

A total of 19 counselors (6 black and 13 white) were included.

Attitudes of trainees were measured upon entry into the training programs and again 6 to 8 months later. Demographic data and background information were obtained by questionnaire.

It was found that those trainees with black counselors expected less and perceived that they got more than anticipated, while those with white counselors expected more and perceived that they got less than expected from the counselor relationship, suggesting that trainees became pro-black.

Trainees who believed that social and economic disadvantages among blacks are due to their own lack of skills had more favorable attitudes toward white counselors prior to counseling than those who blamed these disadvantages on the system.

6.103 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-57

Joseph Kat (Katan), Doctoral Candidate; Dr. Irwin Epstein, Sponsor, School of Social Work

The Utilization of Indigenous Nonprofessionals in Human Service Organizations and the Factors Affecting It: An Exploratory Study

This study developed a conceptual framework to guide empirical research on the use of indigenous nonprofessionals in human service organizations.

The study: (1) Identified the different roles of nonprofessionals and specifies factors which help define these roles; (2) analyzed four other studies of the roles of nonprofessionals; (3) examined the influence on the nonprofessionals' roles of the relationship of organizations and their environment, professionals within an organization, cohesiveness and differentiation among professionals, structure within an organization and innovativeness, and attitudes of the poor toward work; (4) presented and explained the conceptual framework which differentiates three types of organizational roles for nonprofessionals—conformist, mediator, and innovator; and (5) described a systematic field investigation of the use of nonprofessionals in seven organizations, to provide an empirical base for evaluating and revising the conceptual framework.

Six propositions were presented which reflect the character of the framework selected so as to illustrate hypotheses bearing on the inputs of professionals, the organization, and the nonprofessional on role formation.

6.104 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-21

Teresa E. Levitin, Doctoral Candidate; Dr. Joseph Veroff, Sponsor, Institute for Social Research

A Social Psychological Exploration of Power Motivation Among Disadvantaged Workers

This study developed and tested some systematic ideas about social power.

Three conceptual distinctions were introduced: (1) Effectance motivation was used to describe the joint, often inextricably linked, arousal of power and achievement motivations. (2) Power motivation was distinguished from achievement motivation on the basis of the respective social and nonsocial goals. (3) Power motivation was conceptualized as based in either fear of having choices usurped by others (negative orientation) or delight in trying to determine the choices of others (positive orientation).

Predictions based on speculation about attitudinal and behavioral correlates of each motive and of each orientation were tested with data obtained through interviews with 211 black, disadvantaged men who were in either a training program or an entry-level job with a large manufacturing company.

Findings did not support predictions about effectance motivation; power motivation was significantly associated with feelings of prejudice, discrimination, and militancy. Predictions about power and achievement motivation and the orientations toward power were generally supported, although acceptable levels of significance were seldom reached.

6.105 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grants 91-34-66-18 and 91-34-67-28

Warren Mintz, Doctoral Candidate; Dr. Sidney Aronson, Sponsor, Department of Sociology

A Search for a Successful Agricultural Migrant: An Account of Five Fruit Harvests on the West Coast of the United States

This study focused on aspects of successful agricultural migrancy; fruit picking as work; changes in the

work owing to the increasing importance of agribusiness; and employer-employee conflicts inherent in the system of piecework.

Data were obtained through participant observation of fruit pickers working on farms on the West Coast. Employees of labor contractors were excluded.

Conflicts created by the piecework system can be handled, the findings indicated: (1) By the employer seeking out the powerless; (2) by the employer socializing the worker for a role the employer defines; (3) by both the employer and employee compromising in the face of the power of the other; (4) by the employer introducing incentive awards, based on care rather than speed in picking, to go to the skilled, older worker; and (5) by both the employer and employee recognizing that a single harvest is only one part of their relationship. The researcher concluded that, despite many weaknesses, the piecework system offers definite advantages to both employers and employees, and those studied preferred it to hourly wages. He also concluded that fruit pickers could find rewards in the work: participation in decisionmaking, social interaction, challenge, variety, and making a contribution to the goals of business. The choice among alternative methods of dealing with the conflicts of piecework was related by the author to the theoretical concept of the life style of the successful migrant, which is characterized by successive temporary involvements.

6.106 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-12

Olivia P. Frost, Doctoral Candidate; Dr. Dan W. Dodson, Sponsor, Center for Human Relations and Community Studies

The Effect of Training upon the Level of Occupational Aspirations Toward Work for a Group of Young Negro Men from Low-Income Families

This study attempted to ascertain whether on-the-job training would raise the occupational aspirations and improve the attitudes toward work of young Negro men from low-income families.

Subjects were approximately 300 trainees in nine training programs. A questionnaire designed to assess the impact of training on job aspirations and work attitudes was administered before and after training.

Eight factors accounted for 54 percent of the variance in attitudes toward work. Perceptions of discrimination increased, although occupational self-confidence remained relatively high. This is believed to account for lowered expectations in the face of heightened aspirations in the organizational setting.

The level of occupational aspiration (based on the socioeconomic scale) in the organization where working or in training was raised during training. Occupational aspirations in life and in 5 years were also higher at the end of training, but not significantly so. However, expectations of ever achieving the occupational aspiration in the organization decreased.

6.107 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-15-70-45

Judith R. Blau, Doctoral Candidate; Dr. Scott Greer, Sponsor, Department of Sociology

The Structure of Science

This study investigated selected aspects of the social structure of one specialized area of science—theoretical high energy physics. Data were gathered by surveying 1,000 physicists, approximately 45 percent of the world's specialists in this field.

Four components of the social structure and their interrelationships were considered: A reward or stratification system; communication networks or informal groupings; the subdivision of the discipline into specialities; and a network of organizations. Communications networks and types of rewards were analyzed in detail.

It was found that the subdivision into specialties, the network of organizations, and the communications networks were the most important components in the social structure of the physicists sampled. They tended to have communications links with others in the same specialty, but not with those in comparable occupational positions. Physicists with cosmopolitan reference groups tended to establish ties with those in similar specialties, while those with local reference groups usually preferred links with others in roles similar to their own. When physicists in different specialties established communications links, it was determined that they shared similar values, interests, and background characteristics. Communication among specialists in the same area did not appear to be influenced by geographical or status differences.

Two types of leaders were discovered in the organizational network: research leaders in special areas of theoretical high energy physics and informal leaders who coordinate and integrate the discipline as a whole.

Among the American physicists sampled, three types of social groups were found. About one-fourth were integrated informally into an "invisible college," a group which served as their communications and intellectual center. Members communicated freely by various informal methods, such as preprints, and were most intensely involved in teaching and research. Another 25 percent of the physicists were in periphery cliques of from 2 to 18 members concerned primarily with consultation and administration. The remainder of the U.S. physicists surveyed were isolated.

Two types of scientific recognition were verified: institutional recognition based on scientific contributions and elementary recognition based on individual skill in giving advice and sharing ideas. Specific factors that influence the types of recognition were analyzed.

It was concluded that quality research is greatly dependent upon the social structure and organization which surround it.

6.108 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

Grant 91-37-70-34 and 91-39-71-34

Thrainn Eggertsson, Doctoral Candidate; Dr. Peter S. Barth, Sponsor, Department of Economics

Economic Aspects of Higher Education Taken Under the World War II GI Bill of Rights

This study assessed the Federal Government's involvement in higher education via the World War II GI Bill of Rights. The evaluation was made by applying the theories and techniques of human capital and human resources economics. Data were gathered primarily from a 1967 U.S. Bureau of the Census survey of veterans. Additional information came from earlier postwar studies of veterans.

Three areas were examined in detail: Estimates of human capital formation by World War II veterans, both during and after the war; (2) estimates of the earnings function of veterans; and (3) estimates of the rate of return to education for typical veterans who took college after military service.

The data indicated that 26 percent of ex-servicemen in college after World War II would not have enrolled if the GI Bill had not been provided. The overall expenditure for education supported by the GI Bill was 12.1 percent of the human capital stock of college education embodied in the U.S. labor force in 1957, and accounted for 26.1 percent of the stock's increase between 1940 and 1957. Younger men typically completed more education than older men.

It was found that GI Bill subsidies for education substantially increased private rates of return—by 25 to 37 percent. Rates of return on total resource investment, ranging from 6.3 to 12.9 percent, as well as the private rates of return, in general compared favorably with other business investment options.

Additional findings about veterans' earnings indicated that veterans who had completed college before military service earned more than veterans who did some college work after discharge. Veterans who completed all college work after military service earned less than either of these two groups. A number of other variables that influence earnings, such as special training while in military service, were analyzed.

It was suggested that evaluation techniques similar to those used in this study are applicable to Federal programs in education and manpower begun during the 1960's.

6.109 OKLAHOMA STATE UNIVERSITY
STILLWATER, OKLA.

Grant 91-38-70-31

Carl Dean Parker, Doctoral Candidate; Dr. Joseph J. Klos, Sponsor, Department of Economics

The Determinants of Hours of Work for Low-Income Family Heads: A Statistical Analysis

This study estimated the relationship between hours worked and sources and levels of income as well as other market and personal factors for four groups of low-income family heads: (1) The working poor who satisfy eligibility criteria for the Family Assistance Plan (FAP) proposed in 1970; (2) the working poor who could not satisfy the FAP eligibility criteria because they had no children; (3) the working near-poor with children; and (4) the working near-poor without children.

Cross-section data from the 1967 Survey of Economic Opportunity and a variant of a work-leisure choice model were used to estimate the labor supply relation, with special attention to intercorrelation and interaction between wage and income and selected explanatory variables. Also, a major effort was made to compute wage and income effects and elasticities.

The study found that the effect of various influences on work effort differed for family heads employed full time and those employed part time. Differentials in work incentives within the various categories of low-

income family heads were also associated with differences in demographic characteristics.

Although the effects would thus differ among various categories of low-income family heads, the study indicated that either a wage subsidy or a lump sum transfer associated with a positive marginal tax scheme would lead to a general reduction in work effort. Work disincentives, however, were not of major importance for the full-time workers in the categories analyzed.

6.110 UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA.

Grant 91-40-70-32

Howard Wesley Risher, Jr., Doctoral Candidate; Dr. Herbert R. Northrup, Sponsor, Department of Industry

The Impact of Technological and Operational Changes on the Railroad Industrial Relations System and Its Manpower

This study sought the information necessary for an understanding of the crisis in collective bargaining on the railroads. It examined the problems experienced by management, unions, and workers in adapting to change.

Data for the railroad industry were obtained through interviews with union and industry personnel and government officials and from extensive published sources. Results of bargaining in air transport and other industries were also examined and related to the railroad labor relations crisis.

6.111 PRINCETON UNIVERSITY PRINCETON, N.J.

Grant 91-32-66-20

Stanley W. Huff, Doctoral Candidate; Dr. Frederick H. Harbison, Department of Economics

Hiring Practices, Hiring Standards, and Wage Differentials for Laborers and Clerical Workers in a Small Labor Market

This study analyzed employer practices in the recruitment, selection, and compensation of laborers and beginning clerical workers in the Wheeling, W.Va., and Steubenville, Ohio-Weirton, W.Va., standard metropolitan statistical areas during the middle 1960's. It also explored adjustment of the practices to changes in labor market conditions.

Tests were made of various assumptions regarding the tie between worker characteristics, recruitment methods, and wages offered, and the effects on these relationships of such factors as an establishment's location, applicant-hire ratio, and replacement needs.

It was found that variation in characteristics of workers explained very little of the variation in wages, especially for laborers. High wages and the use of preferred hiring channels were instrumental in attracting preferred workers, particularly laborers. A variety of nonwage factors also had more impact for high-wage than low-wage establishments, and more for laborers than for clerical workers.

6.112 STANFORD UNIVERSITY STANFORD, CALIF.

Grant 91-05-70-48

Robert Stewart Smith; Dr. Melvin W. Reder, Sponsor, Department of Economics

Analysis of Labor Market Adjustments in the Clerical Temporary Help Market; 1953–60.

This study of the clerical temporary help labor market focused on how that market was affected by changes in the permanent labor market. Analysis of the temporary help service (THS) industry emphasized the hiring process and the determination of worker quality over the business cycle. Data for some 10,000 typists and stenographers were obtained from a large THS in San Francisco.

The demand for typists was found to be sensitive to the current state of the labor market, tending to "lead" changes in the areawide unemployment rate. Stenographer demand was more sensitive to price and seasonal factors. In each market, the average quality of temporary employees used deteriorated as the number dispatched rose, other things equal, although it appeared that the THS discriminated among acceptable applicants only in very "loose" labor markets. The quality of stenographers was also positively related to the THS's wage and its recruiting efforts, other things equal.

6.113 UNIVERSITY OF TENNESSEE KNOXVILLE, TENN.

Grant 91-47-71-10

Lewis H. Smith, Doctoral Candidate; Dr. Roger L. Bowlby, Sponsor, Department of Economics

An Investigation into the Extent and Causes of Geographic Mobility Among Selected Young Workers

This study investigated the factors which affect geographic labor mobility among the young, particularly the role of economic motivation. It also tested the conventional theory that economic motivation underlies most geographic movement, with relative wages of geographical regions the most important determinant of destination.

A sample of Tennessee high school graduates between the ages of 18 and 26 who did not enroll in college were sent questionnaires requesting information on mobility history and plans, work history, income, and family and personal data for the period September 1967 to September 1970. Data for the same sample were also obtained from an earlier questionnaire and high school records.

The decision to move was significantly affected by employment status, past unemployment, occupation, family ties, home ownership, and age. The destination of the move was determined primarily by relative wage levels, with younger, better-educated workers moving out of low-wage areas in greater proportion than other groups; potential job opportunities had little effect.

The author concluded that the high rate of outmigration of young, educated workers from Tennessee continues to reduce the quality of the State's labor force and that increasing job opportunities and wages relative to other areas of the United States were most likely to reduce this outmigration.

6.114 WASHINGTON UNIVERSITY ST. LOUIS, MO.

Grant 91-27-69-65

Lawrence Slifman, Doctoral Candidate; Dr. Edward Kalachek and Dr. Murray L. Weidenbaum, Sponsors, Department of Economics

Occupational Mobility of Low-Income Workers

This study analyzed the impact of changes in the balance between labor supply and demand on the upward occupational mobility of low-income workers. It hypothesized that firms increase their work force, in part, by lowering hiring standards, as the market tightens. A labor market model was developed which included expectational factors and accounted for such nonwage adjustment mechanisms as hiring standards. The inclusion of expectational factors led to the theory that some mobility is a result of the optimal timing of life cycle job changes in response to tightened labor markets, i.e., workers delay moving into higher positions for which they are qualified until there is a high probability of job security.

Data for 1964–67 were obtained from the Census Bureau's *Current Population Survey* for households with incomes less than twice the Social Security Administration's low-cost budget income level.

The analysis indicated that as the labor market tightens, the proportion of low-income workers moving into more favored occupations increases. The demographic variable having the most effect on the likelihood of mobility is the worker's sex, males having the advantage in some occupations and females in others.

The results suggested that the probability of upward mobility is systematically related to changes in the tightness of the labor market, and that, in general, upward mobility is stimulated primarily by workers' timing decisions. Results further indicated a high degree of interoccupational substitutability in the labor force.

6.115 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91-53-66-69

Walter F. Hubner, Doctoral Candidate; Dr. Alan Filley, Sponsor, Industrial Relations Research Institute

Individual Need Satisfaction in Work and Nonwork: A Comparative Study of the Effects of the Technology and Organization of Work

This study attempted to identify the nature of the relationships between organizational variables and attitudinal and behavioral reactions of individuals to employment. Employee needs, satisfaction, nonwork activities, and overall attitudes toward company and work were assessed through questionnaires administered to about 800 nonmanagerial employees—a 10 percent sample representing the sex and skill composition of the work force in 10 manufacturing companies and public utilities in Wisconsin, Illinois, and New

York. Organizational variables were assessed through direct observation and evaluation.

Needs were found to be primarily a function of individual characteristics. Satisfaction depended equally upon individual variables and organizational variables, notably the bureacratic and technological structure and the size of the organization. The use of nonwork time also varied with both individual and organizational characteristics, but the time spent in nonwork activities directly related to work was greatest among those whose work was most highly structured.

6.116 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91-53-69-45

Richard S. Toikka, Doctoral Candidate; Dr. Glen G. Cain, Sponsor, Department of Economics

Supply Responses of the Unemployed: A Probability Model of Reemployment

This study used survey data gathered by government agencies and private researchers to explore the process by which unemployed workers are reemployed after a layoff. It assumed that an unemployed worker has an asking price, i.e., a certain minimum salary, in mind when he seeks a job. The optimal asking price was shown to depend on the number of job vacancies, the distribution of offers, the value placed on nonmarket activity, the cost of search activity, and the interest rate during the job search period.

Older workers were found to do poorly after a layoff —to be unemployed longer and to accept lower wages than younger workers. The wage level on the first job after layoff rose with education up to the bachelor's degree level, but not at higher levels. The analysis also showed that managerial and professional workers do better than other groups in maintaining income after layoff.

Requiring advance notice of layoffs, providing longer unemployment benefit periods for older workers, extending the use of computerized job banks, and increasing control of aggregate demand through fiscal and monetary policy were suggested as means by which the government can act to offset the impact of layoffs on individual workers and the economy.

6.117 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91-55-72-03

Thomas A. Barocci, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

The Wisconsin Apprenticeship Program: The Dropouts and the Training Process

This project examined the Wisconsin apprenticeship system in an attempt to account for a dropout rate for the State's various programs of nearly 50 percent. The study sample, drawn from the records of the Wisconsin Industrial Commission's Office of Apprenticeship, consisted of all (approximately 1,000) dropouts for the period September 1964 to September 1971. A randomly selected sample of 200 completers served as a control group.

Information was collected through mail questionnaires concerning personal characteristics, posttraining wages and employment, reasons for leaving or completing the program, participation in apprenticeship-related counseling, and attitudes toward the related-training aspect of the program and the apprenticeship system itself. Monthly unemployment rates for the years covered by the study were broken down by SMSA, industrial, and occupational groups and matched with the respondents' time of entrance into apprenticeship and time of termination of indenture. It was hypothesized that this rate was a prime determinant of the decisions to enter and drop out of the program.

6.118 NATIONAL MANPOWER POLICY TASK FORCE WASHINGTON, D.C.

Contract 81-11-72-03

Robert Taggart III

Report of New Manpower Researchers Conference, October 1971

This report describes the fifth annual conference of doctoral candidates who have received dissertation research grants from the Manpower Administration. The conference serves as a forum for the interchange of ideas and provides an opportunity for participants to meet with others in the field of manpower.

The report summarizes papers, speeches, and discussion at the 1971 conference. The topics covered include

ghetto economics, urban manpower programs, the measurement of discrimination, health technicians, relative wage determination among industries, and intrametropolitan migration.

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Pre-Apprenticeship Training for Disadvantaged Youth: A Cost-Benefit Study of Training by Project Build in Washington, D.C.

NTIS—PB 191864; "Labor Sponsored Pre-Apprenticeship Training: What is the Payoff," *Labor Law Journal*, October 1970, pp. 663–667.

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Background Characteristics, Orientation, Work Experience, and Work Values of Employees Hired from Human Resources Development Applicants by Companies Affiliated with The National Alliance of Businessmen

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Brandeis University—Jane Gaudette Jones, Nos. 91-23-66-59 and 91-23-67-45.

Career Patterns of Women Physicians

NTIS—PB 202896.

6.125

Brandeis University—Lynda Lytle Holmstrom, No. 91-23-68-45.

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6.126

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California, University of, Berkeley—Michael J. Boskin, No. 91-05-69-54.

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A Study of the Older Woman Worker Who Has Attempted to Enter or Reenter the White-Collar Labor Force Through the Assistance of Community Training Programs in Clerical Occupations

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California, University of, Los Angeles—Barbara Ann Rosenquist, No. 91-05-70-28.

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6.135
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Claremont Graduate School—William H. Lawson, No. 91-05-68-49.

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Colorado, University of—James Carlton Howell, No. 91-06-70-38.

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Columbia University—Myron David Fottler, 91-34-66-31.

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The Development of Occupations in Health Technology

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The Impact of the Welfare System on Labor Supply and Family Stability: A Study of Female Heads of Families

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Columbia University—Joseph H. Ball, No. 91-34-70-39.

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The Impact of the Welfare System on Black Migration and Marital Stability

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Cornell University—Allan D. Spritzer, No. 91-34-68-12.

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NTIS—PB 201126 ($6).

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Cornell University—Eliot S. Orton, No. 91-34-68-14.

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Cornell University—Robert J. Hines, No. 91-34-68-71.

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Florida State University, The—Raul Moncarz, No. 91-10-69-32.

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NTIS—PB 186396.

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Florida State University, The—Kennith Glenn Gordon, No. 91-10-70-25.

A Taxonomy of Marine Technicians and Technologists and the Implications for Training Them

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Fordham University—Eleanor Meyer Rogg, No. 91-34-68-58.

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6.154

Georgia State University—Donald Paul Crane, No. 91-11-70-16.

Qualifying the Negro for Professional Employment

NTIS—PB 192150.

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Harvard University—Llad Phillips, Nos. 91-23-66-16 and 91-23-67-52.

An Analysis of the Dynamics of Labor Turnover in United States Industry

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Harvard University—Michael L. Wachter, No. 91-23-68-57.

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Harvard University—Samuel A. Rea, Jr., No. 91-23-70-24.

The Supply of Labor and the Incentive Effects of Income Maintenance Programs

NTIS—PB 202351.

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Technological Change and the Occupational Composition of the American Labor Force, 1950–1960

NTIS—PB 210631 ($6).

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Illinois, University of—Edward W. Haurek, No. 91-15-66-52.

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Illinois, University of—Roger H. Bezdek, No. 91-15-70-47.

Manpower Implications of Alternate Patterns of Demand for Goods and Services

NTIS—PB 200088 ($6).

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Indiana University Foundation—Jack L. Franklin, No. 91-18-71-35.

Role Performance and Commitment to the Organization

NTIS—PB 207345.

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Iowa State University of Science and Technology—Catherine A. Palomba, No. 91-17-69-36.

Occupational Requirements for Iowa, 1975

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Johns Hopkins University, The—Samuel Gubins, No. 91-22-68-23.

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NTIS—PB 190926.

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Johns Hopkins University, The—Peter Kobrak, No. 91-22-69-27.

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NTIS—PB 199494 ($6).

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Kansas State University of Agriculture and Applied Science—William Eugene Spellman, No. 91-18-70-17.

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NTIS—PB 194743.

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Kentucky, The University of, Research Foundation—Brian Scott Rungeling, No. 91-19-68-60.

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Maryland, University of—Bennett Harrison, No. 91-22-70-19.

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Massachusetts Institute of Technology—Robert Irving Lerman, No. 91-23-68-77.

An Analysis of Youth Labor Force Participation, School Activity, and Employment Rates

NTIS—PB 190463.

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Massachusetts Institute of Technology—A. Bradley Askin, No. 91-23-69-02.

An Economic Analysis of Black Migration

NTIS—PB 193791.

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Massachusetts Institute of Technology—Vernon Renshaw, No. 91-23-69-39.

The Role of Migration in Labor Market Adjustment

NTIS—PB 192149.

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Massachusetts Institute of Technology—Bertram Charles Shlensky, No. 91-23-70-23.

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Massachusetts Institute of Technology—Jonathan R. Kesselman, No. 91-25-71-19.

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Michigan State University—John D. Mason, No. 91-24-68-01.

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NTIS—PB 184906.

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Michigan State University—Leonard Lieberman, No. 91-24-68-22.

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NTIS—PB 189288.

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Michigan State University—Charles A. Drake, No. 91-24-69-49.

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NTIS—PB 196467.

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Career Patterns and Work Participation of Graduate Female Social Workers

NTIS—PB 196652.

6.177

Michigan, The University of—Larry Bruce Sawers, No. 91-24-68-75.

The Labor Force Participation of the Urban Poor

NTIS—PB 186131.

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NTIS—PB 210142.

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Michigan, The University of—Joseph Kat (Katan), No. 91-24-70-57.

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NTIS—PB 207711 ($6).

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Michigan, The University of—Teresa E. Levitin, No. 91-26-71-21.

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NTIS—PB 208245.

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Minnesota, University of—C. Russell Hill, No. 91-25-69-29.

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NTIS—PB 194796.

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New York University—Warren Mintz, Nos. 91-34-66-18 and 91-34-67-28.

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NTIS—PB 192273.

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New York University—Olivia P. Frost, No. 91-36-71-12.

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NTIS—PB 210881.

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Northwestern University—Ronald Gordon Ehrenberg, No. 91-15-69-40.

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Northwestern University—Wendy Lee Gramm, No. 91-15-70-18.

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NTIS—PB 200513.

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Northwestern University—Judith R. Blau, No. 91-15-70-45.

The Structure of Science

NTIS—PB 208970.

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Ohio State University Research Foundation, The—Thrainn Eggertsson, Nos. 91-37-70-34 and 91-39-71-34.

Economic Aspects of Higher Education Taken Under the World War II GI Bill of Rights

NTIS—PB 211219.

6.193
Oklahoma State University—Carl Dean Parker, No. 91-38-70-31.

The Determinants of Hours of Work for Low-Income Family Heads: A Statistical Analysis

NTIS—PB 205814.

6.194
Pennsylvania, University of—Howard Wesley Risher, No. 91-40-70-32.

The Impact of Technological and Operational Changes on the Railroad Industrial Relations System and Its Manpower

NTIS—PB 209926 ($6).

6.195

Princeton University—Stanley W. Huff, No. 91-32-66-20.

Hiring Practices, Hiring Standards, and Wage Differentials for Laborers and Clerical Workers in a Small Labor Market

NTIS—PB 201131 ($6).

6.196

Princeton University—Paul Offner, No. 91-32-68-19.

Labor Force Participation in the Ghetto: A Study of New York City Poverty Areas

NTIS—PB 196453.

6.197

Princeton University—Ronald L. Oaxaca, No. 91-32-70-01.

Male-Female Wage Differentials in Urban Labor Markets

NTIS—PB 199974.

6.198

Purdue Research Foundation—Thomas Anthony Jeswald, No. 91-16-70-26.

Psychological and Organizational Correlates of Career Patterns in Clinical Laboratory Occupations

NTIS—PB 197244.

6.199

Stanford University—Jay Siegel, Nos. 91-05-68-56 and 91-05-69-55.

Intrametropolitan Migration of Minority Groups: Residential Change in Response to Occupational Opportunities

NTIS—PB 195410.

6.200

Stanford University—Robert Stewart Smith, No. 91-05-70-48.

Analysis of Labor Market Adjustments in the Clerical Temporary Help Market: 1953–60

NTIS—PB 202935.

6.201

Syracuse University—Bernard Daniel Rostker, No. 91-34-68-03.

Manpower Theory and Policy and the Residual Occupational Elasticity of Substitution

NTIS—PB 192061.

6.202

Syracuse University—Alan B. Kirschenbaum, No. 91-34-68-42.

Family Mobility: An Examination of Factors Affecting Migration

NTIS—PB 202555.

6.203

Tennessee, University of—Lewis H. Smith, No. 91-47-71-10.

An Investigation into the Extent and Causes of Geographic Mobility Among Selected Young Workers

NTIS—PB 202008.

6.204

Texas Technological College—Richard C. Stapleton, No. 91-46-69-15.

An Analysis of Rural Manpower Migration Patterns in the South Plains Region of Texas

NTIS—PB 188048.

6.205

Texas Technological College—Albert S. King, No. 91-46-69-21.

Managerial Relations with Disadvantaged Work Groups: Supervisory Expectations of the Underprivileged Worker

NTIS—PB 190986.

6.206

Texas, The University of—John L. Iacobelli, No. 91-46-68-24.

Training Programs of Private Industry in the Greater Cleveland Area

NTIS—PB 191706; MA—*Training In Private Industry—Policies, Attitudes, and Practices of Employers in Greater Cleveland,* Manpower Research Monograph No. 22, 1971 (GPO—35 cents); "A Survey of Employer Attitudes Toward Training the Disadvantaged," *Monthly Labor Review,* June 1970, pp. 51–55.

6.207

Tufts University—Richard N. Harris, No. 91-23-69-37.

The Police Academy: A Psycho-Structural Analysis

NTIS—PB 194561.

6.208 Utah State University, Gary B. Hansen, No. 91-47-68-52.

Britain's Industrial Training Act: A Case Study in the Development of Public Manpower Policy

NTIS—PB 197324.

6.209

Washington University—Kenneth Edward Galchus, No. 91-27-69-10.

The Elasticity of Substitution of White for Nonwhite Labor

NTIS—PB 192036.

6.210

Washington University—Lawrence Slifman, No. 91-27-69-65.

Occupational Mobility of Low-Income Workers

NTIS—PB 208340.

6.211

Washington, University of—James David Gwartney, No. 91-51-68-54.

Income and Occupational Differences Between Whites and Nonwhites

NTIS—PB 191773; "Discrimination and Income Differentials," *The American Economic Review*, June 1970, pp. 396–408.

6.212

Wayne State University—Stig Emil Ralstrom, Nos. 91-24-66-14, 91-24-67-26, and 91-24-68-53.

Beliefs of Industrial Education Teachers Regarding Their Teaching Practices for Preventing Dropouts

NTIS—PB 184799.

6.213

Wisconsin, University of—Collette Helen Moser, No. 91-53-66-10 and 91-53-67-16.

An Evaluation of Area Skill Surveys as a Basis for Manpower Policies

NTIS—PB 199444.

6.214

Wisconsin, The University of—Jack H. Snyder, No. 91-53-66-27.

Personal and Behavioral Factors Affecting the Supply of the Self-Employed

NTIS—PB 193789.

6.215

Wisconsin, The University of—Walter F. Hubner, No. 91-53-66-69.

Individual Need Satisfaction in Work and Nonwork: A Comparative Study of the Effects of the Technology and Organization of Work

NTIS—PB 202892.

6.216

Wisconsin, The University of—John Stirling Haines, Jr., No. 91-53-69-07.

Human-Capital Obsolescence: The Effects on Earnings Patterns of Engineers of the Expansion of Technical Knowledge

NTIS—PB 194745.

6.217

Wisconsin, The University of—John Walter Hambleton, No. 91-53-69-09.

Determinants of Geographic Differences in the Supply of Physician Services

NTIS—PB 197270.

6.218

Wisconsin, The University of—Andrew J. Winnick, No. 91-53-69-41.

The Characteristics, Education and Earnings of Technicians

NTIS—PB 194560.

6.219

Wisconsin, The University of—Richard S. Toikka, No. 91-53-69-45.

Supply Responses of the Unemployed: A Probability Model of Reemployment

NTIS—PB 204589.

6.220

Wisconsin, The University of—Myron Roomkin, No. 91-53-70-20.

An Evaluation of Adult Basic Education Under the Manpower Development and Training Act in Milwaukee, Wisconsin

NTIS—PB 196743.

6.221

Wisconsin, The University of—Thomas A. Barocci, No. 91-55-72-03.

The Dropout and the Wisconsin Apprenticeship Program: A Descriptive and Econometric Analysis

NTIS—PB 210935.

6.222

Yale University—Barbara Holtz Kehrer, No. 91-07-67-38.

The Nursing Shortage and Public Policy, An Economic Analysis of the Demand For Hospital Nurses in Connecticut

NTIS—PB 192151.

6.223

Yale University—Donald D. Bowen, No. 91-07-69-46.

An Evaluation of Motivational Similarity in Work Groups

NTIS—PB 200291.

6.224

National Manpower Policy Task Force—No. 81-09-70-03.

Report of Conference of New Manpower Researchers, October 1969

NTIS—PB 187701.

6.225

National Manpower Policy Task Force—Lowell M. Glenn and Sar A. Levitan, No. 81-11-71-03.

New Manpower Researchers Conference, October 1970

NTIS—PB 201286.

6.226

National Manpower Policy Task Force—Robert Taggart III, No. 31-11-72-03.

Report of New Manpower Researchers Conference, October 1971

NTIS—PB 205264.

7. INSTITUTIONAL MANPOWER RESEARCH GRANTS

ONGOING PROJECTS

7.1 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grant 31-23-70-01

Dr. Wyatt C. Jones, Professor, Florence Heller Graduate School for Advanced Studies in Social Welfare, and Director, Center for Manpower Research and Development

Within the Heller Graduate School for Advanced Studies in Social Welfare, the institutional grant has made possible specialization in manpower research and development. Grant funds have been used to support faculty and students participating in manpower courses, research, and community service programs.

Five doctoral candidates received grant-based financial assistance this year to launch the following dissertation projects: (1) A study of alienation and work motivation among bituminous coal miners in West Virginia; (2) an evaluation of programs for disadvantaged students in New York City provided under Title I of the Elementary and Secondary Education Act; (3) an examination of the black lung program as an example of Federal intervention in the workmen's compensation process; (4) an assessment of the effectiveness of a data bank in trainee placement and referral; and (5) an appraisal of the impact of the Emergency Employment Act in Massachusetts. In addition, work continued on two dissertations initiated with grant-based funding last year. One of these is developing a system for delivery of manpower services under the Family Assistance Plan, and the other is examining the process of problem definition and resolution in organizations dealing with social welfare and manpower training.

Courses in manpower and related fields supported by the grant at the Heller Graduate School include labor economics and manpower planning, urban economics, social and psychological aspects of the employment relationship, manpower problems of the disadvantaged, social policy and women, and urban planning and social policy.

To get optimum impact from grant-based stipends, the center is using its grant as seed money to attract students, then drawing on other sources to help them remain in the manpower program. Thirteen graduate students participated in the program during the 1971-72 school year. Two have graduated and six are pursuing the program with other financing. Scholarships derived from the grant will be used to bring another eight students into the program in the upcoming academic year.

7.2 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 31-05-70-07

Dr. Benjamin Aaron, Director, Institute of Industrial Relations, and Program Director, Manpower Research Center

Staff and students associated with the center last year completed nine research projects initiated with grant support and began work on studies of the employment problems of aerospace engineers and technicians, Mexican Americans, and the hard-to-employ; the operation of the Emergency Employment Act in Los Angeles; and legal remedies for employment discrimination.

Because the institute fills its 14 graduate research positions with students enrolled in manpower and industrial relations studies, the center does not use grant funds to give direct financial assistance to students. Superior graduate students may receive grant support for specific research projects, however, and both graduate and undergraduate students are often employed for short-term work as research or survey assistants on center projects. In addition, undergraduates writing term papers on manpower issues compete for modest cash awards derived from the institutional grant.

To strengthen ties between students and faculty in the industrial relations, manpower, and human resources fields, the center holds bimonthly meetings for discussion of individual research projects. In the upcoming academic year, a faculty committee will explore the possibility of creating an interdepartmental master's degree program in industrial relations and manpower, while a course on manpower has been included in the extension programs for part-time students which the university will launch this fall.

The Manpower Research Forum, the center's principal extension activity, has sustained the interest of participants and will continue to meet monthly next academic year. The forum brings together faculty, students, and off-campus manpower agency personnel for reports on and discussion of research efforts.

7.3 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 31-34-70-02

Dr. Robert Aronson, Professor, School of Industrial and Labor Relations, and Program Director, Institutional Grant

Research is focused primarily on problems involved in the delivery of manpower services by publicly funded manpower and related antipoverty organizations. Two projects on these topics were begun during the year: (1) A study of local community manpower delivery systems which entails interviewing administrators and other staff at the district and local levels of a state employment security agency and at other public and private antipoverty and manpower agencies; (2) use of this study, undertaken at Binghamton, New York, as a basis in methodology for a series of case studies of delivery systems in other New York communities.

Other grant-based research initiated during the second year include an examination of the relationships between manpower and antipoverty organizations at different functional levels; a study of the influence of length of service on earnings in Japanese manufacturing industries; a study of the relationship between measures of ability and earnings; a controlled experiment to test the effect of wage inequities on job performance; an examination of the determinants of mobility in large organizations, with particular reference to the career patterns of public school teachers; an appraisal of the supply of physics manpower to determine how a professional field controls recruitment of new members; and a study of the mobility patterns in a large manufacturing firm with emphasis on measuring the structural effects on interoccupational mobility.

One paper already produced from this research, "Cooperation and Conflict Between Organizations in the Manpower Training System: An Organizational-Environment Perspective," was presented at a conference on conflict and power in complex organizations.

With funds from sources other than the institutional grant, faculty of the School of Industrial and Labor Relations have undertaken a number of projects in the manpower area. These include an examination of the relationship between interstate migration and interstate differences in welfare benefits; a comparison of the effectiveness of two manpower training programs in Buffalo, N. Y.; a report on the job search patterns and reemployment success of unemployed managers who belong to a self-help organization; an evaluation of salary structures in public education and their implications for manpower needs and collective bargaining in schools; and a study of the employment potential of service industries in developing countries.

The school offers a wide variety of graduate and undergraduate courses useful to future manpower specialists. In the fields of labor economics and manpower studies, 18 courses with a total enrollment of 120 students were offered last year. A brochure on the nature of and opportunity for graduate study in manpower at Cornell was prepared and distributed to about 700 undergraduate and graduate academic institutions. An ad hoc committee was appointed to develop a detailed proposal for an in-service graduate degree in manpower for consideration in 1973. Five seminars on manpower planning held at the School brought together practitioners in manpower and antipoverty agencies and faculty and students specializing in manpower-related fields. In addition, a special seminar was held to discover and discuss the degree of interest in establishing an information system for manpower and education planning in New York.

7.4 MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN. in cooperation with

THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

Grant 31-45-70-03

Dr. William R. Schriver, Associate Professor of Management, Memphis State University, and Director, Center for Manpower Studies; Dr. Brian Rungeling, Assistant Professor of Economics, University of Mississippi, and Co-Director, Center for Manpower Studies

The center devotes its research efforts to the manpower problems of the mid-South region, which consists of rural and urban counties in western Kentucky, western Tennessee, eastern Arkansas, and Mississippi. Studies have been concentrated in three subject areas: (1) Vocational training and education; (2) demography, including rural-urban migration, rural nonfarm population, and cultural misallocations of human resources; and (3) the economic, socia , and political problems of job creation as an alternative to rural outmigration.

Faculty research at Memphis State has had three general objectives: (1) Assessing the costs and benefits of vocational education, (2) compiling occupational profiles to guide high school curriculum planners and teachers, and (3) investigating the economic effects of the closing of a major plant. At Mississippi, faculty researchers are engaged in demographic studies of local labor markets, tracer studies of University of Mississippi graduates, and the development of a plan for a major study of the impact of the proposed family assistance plan on rural and urban welfare recipients.

The center increased the number of graduate assistantships derived from the grant from 13 the first grant year to 15 the second. Students enrolled in the manpower program are given an interdisciplinary view of the theory and practice of human resources development and utilization. Starting this fall, they will be required to take three manpower courses (9 semester hours) as a specialty area within economics, sociology, psychology, or other manpower-related fields of study. A 6-hour thesis on a manpower topic is required for the MS or MA degree. A further requirement, introduced this summer, is 6 weeks' internship with either a Mississippi or Tennessee Employment Service office or a State government agency, the Regional Manpower Administration, the Tennessee Valley Authority, or a local manpower development product.

A forum for the discussion of manpower programs, research projects, and policy developments opened at the center in January 1972.

7.5 UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Grant 31-27-70-08

Dr. E. E. Liebhafsky, Professor of Economics and Director of the Manpower Program

To carry out its plan of developing manpower research talent, the university, through its Interdisciplinary Graduate Program in Manpower, has invested its grant in manpower fellowships for graduate students in economics, psychology, and sociology. In addition to receiving one-quarter time research assistantships that provide an opportunity for work/training experience on faculty-directed research projects, manpower fellows serve as summer interns in regional and local manpower agencies. The center will award grant-based fellowships to 13 outstanding graduate students in the 1972–73 school year.

A 1-hour interdisciplinary seminar, aimed at improving communication among representatives of the major disciplines and promoting an interchange of research ideas and experiences, was introduced into the program last year. Efforts to strengthen the manpower education program will be concentrated in the third grant year in two areas: (1) Developing new or reoriented courses relevant to the interdisciplinary nature of the center's manpower program, and (2) correcting deficiencies in the manpower workshop. The workshop was introduced last year as a means of achieving some degree of group identification among the students enrolled in the manpower program, of reducing barriers to communication between students from different disciplines, and of generating interdisciplinary research experience for the participants. Plans for restructuring the workshop to make these goals more tenable have been developed from written assessments by students who participated in the first two semesters of the workshop.

The center concentrates its grant funds principally on the support of students and faculty. While relatively little support has gone for direct research expenses, sponsorship for faculty and graduate student research on manpower problems has been afforded by other sources within and outside the University. Such research includes studies of: (1) Local employment service procedures for helping youth find summer jobs; (2) the job bank/employment service relationship; (3) the effect on job search behavior and success of labor market information delivery techniques; (4) employment services for unemployment insurance claimants; (5) the effectiveness of the St. Louis, Mo., Service to Claimant program; (6) implementation of the Emergency Em-

ployment Act in Missouri; (7) the changing age composition of cities and suburbs; (8) differences in agency atmosphere and counselor style between rehabilitation and employment services; and (9) effects of "featherbedding" on workers' attitudes.

7.6 NORTH CARGLINA AGRICULTURAL AND TECHNICAL COLLEGE GREENSBORO, N.C.

Grant 31-35-70-04

Dr. Howard F. Robinson, Director, The Institute for Research in Human Resources

Research has concentrated upon the functioning of labor markets with respect to special groups of workers, particularly blacks and women. Institute staff began work on the following projects last year: (1) Employment problems of women college graduates in the Piedmont Triad area; (2) costs and returns of technical training; (3) characteristics of paraprofessionals in child-care services; (4) returns to vocational counseling, by race and sex; (5) expanding employment opportunities for women through flexible work scheduling; (6) manpower planning criteria for local sewage collection systems; and (7) the effectiveness of programs for increasing the employability of teenage women.

Other studies which received support from the grant and are still in progress center on the employment of carless workers; rural poverty in North Carolina and Wisconsin; minority workers in selected industries of North and South Carolina; and the realization or frustration of ambitions of a sample of high school students 5 years after graduation.

An interdisciplinary seminar, "Introduction to Manpower" is being developed in cooperation with the departments of sociology and social service, psychology and guidance, economics, and business administration. As part of its extension activities, the institute last year held seven seminars for manpower agency personnel in the area. Issues discussed included black employment in the textile industry in North and South Carolina, political and economic deterrents to the implementation of urban manpower programs, racial discrimination in employment, and employment security services. In addition, the institute hosted the Southeastern Regional Consortium, attended by representatives of 14 developing institutions and four assisting institutions, which had as its theme the improvement of training programs for future counselors of low-income workers and minorities.

7.7 THE OHIO STATE UNIVERSITY COLUMBUS, OHIO

Grant 31-37-70-05

Dr. S. C. Kelley, Director, Center for Human Resource Research

To provide background research for State manpower planning, a multidisciplinary task force at the University has been working with State agencies to develop an "Ohio Human Resources Planning/Research Project." Center staff have already completed projects to meet the information needs of the local Bureau of Employment Security and a local mental health agency, and staff and students have begun designing the specific resource components and public policies required to implement the plan. In cooperation with the Ohio Task Force on Human Resources and the Ohio Urban Affairs Resources Division, the center will begin work this fall to adapt to Ohio manpower planning the human resource planning methodology it used in studies of developing countries. The institutional grant also provided support for research on such topics as career development strategies for disadvantaged adolescents in Israel, the United States, and Europe, and the decisionmaking process of rural-urban migrants.

A program developed and taught by the center, leading to the M.A. degree with specialization in human resource policy, was instituted within the Division of Public Administration last fall. Included in the program is a three-quarter interdisciplinary seminar on the theory and methodology of human resource planning which includes involvement in research for the Ohio Human Resources Planning/Research Project. The degree program requires a minimum of 50 credit hours, with 38 in core requirements in human resource planning, policy, and research and 12 hours selected by the student in a specialized field of application. The program may also serve as a foundation for work leading to the Ph.D. degree in public administration, economics, educational development, or professional medicine.

Grant funds were also used to provide two fellowships and technical research support for a program designed to increase the supply of black social science researchers. Students recruited by a center staff member who teaches a summer seminar at black universities received fellowships to attend Ohio State and participate in a 1-year program in social science research methods. The center's longitudinal study of labor force

behavior (see 4.17) provided data for a research project these students conducted in the course of the program.

7.8 UNIVERSITY OF OREGON
EUGENE, ORE.

Grant 31-39-70-09

Dr. Eaton H. Conant, Director, Institute of Industrial and Labor Relations

Institute faculty and student researchers continue to concentrate their efforts on several studies within two central areas: (1) The employment experience of disadvantaged labor force groups; and (2) the impact of public and private institutional activities on manpower programs. Research projects are now in progress on the utilization of educational manpower; the employment of disadvantaged paraprofessionals in public schools; union-management relations and collective bargaining in the paper and pulp industries of the Far West; company policies and practices for the employment, advancement, and retention of older workers; and the attitudes of newly hired disadvantaged workers.

Twenty-four students were enrolled in the industrial relations-manpower master's degree program last year, eight of whom received grant-based research assistantships. Four graduate students, including a doctoral candidate, will be offered grant-based assistantships next academic year. Institute staff are redoubling efforts to find internships in area manpower organizations for graduate students enrolled in the program and to strengthen the network of communications among a group of regional manpower scholars and specialists formed during the first grant year. The group met at the university in October 1971 for a conference to stimulate discussions and study of regional manpower problems and will meet again in May 1973.

7.9 SOUTHERN METHODIST UNIVERSITY
DALLAS, TEX.

Grant 31-46-70-06

Dr. Thomas Johnson, Assistant Professor of Economics and Statistics and Director of Manpower Research

Manpower research at Southern Methodist University is geared toward generating new information on manpower issues related to the U.S.-Mexico border, education and productivity, techniques of manpower data analysis, and the delivery of health manpower services to the urban poor. Center staff are engaged in an analysis of an innovative program for moving Mexican American workers to specific jobs in Texas. Retention rates and rates of advancement are being analyzed for Mexican American workers retrained and relocated with their families from the Texas Rio Grande Valley to jobs in Dallas as aircraft assemblers. Research is also being conducted on the effects on American labor, and particularly on employment problems along the U.S.–Mexico border, of Section 807 of the Tariff Code, which is the basis of the "twin plant" concept. In the area of education and productivity, research was initiated last year on the relative influence on earnings of on-the-job training and prejob schooling, and on worker productivity in service industries in the Dallas area.

Last year, students who received fellowships derived from the grant served as interns at the Dallas Crossroads Community Center and the Texas Department of Public Welfare. The grant is being used to provide six fellowships and two summer stipends in the 1972-73 school year.

7.10 UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Grant 31-47-70-10

Dr. Garth L. Mangum, Professor of Economics and Management and Director, Human Resources Institute

By the end of the 1971-72 school year, a total of 40 students had been enrolled in the university's master's degree program in manpower administration. Grant-based fellowships were awarded to 12 students last year and will be awarded to 12 additional students in 1972-73. Sixteen of the students enrolled in the program last year received full stipends or partial assistance from other sources.

To gain experience in large city situations, seven students served out-of-State internships at manpower agencies in Oakland, Los Angeles, and Berkeley. Another served with the Western Washington Agency of the Bureau of Indian Affairs.

There were three notable developments in the university's extension activities last year. (1) As an offshoot of the on-campus/preservice program, a self-supporting off-campus/in-service version is helping to upgrade manpower agency personnel in several cities. A nine-course master's degree program, which includes all required materials and is conducted so that participants can obtain the degree in 18 months without leaving their work or homes, has attracted over 100 em-

ployees of manpower agencies in Ogden (Utah), San Francisco, Kansas City (Mo.), and Atlanta. (2) An in-service institute for public school personnel is now in its second year. Its purpose is to alert principals and counselors to the employment prospects and problems of noncollege-bound youth. The institute, consisting of summer workshops and periodic Saturday seminars, is financed by the Utah Department of Public Instruction under a grant from the U.S. Office of Education. (3) Efforts to recruit minority students into the on-campus program revealed that manpower agency employees were often denied promotions because they were not college graduates. An experimental program was undertaken to help them pursue the BS degree on a part-time basis, using credit by examination and other devices to shorten the time required. Fourteen people enrolled in the program, including seven blacks and four Chicanos. The university pays for the tuition and books of nine of the students, while five are receiving assistance from their agencies.

The institute and the Regional Manpower Advisory Committee are cosponsoring a study of rural manpower planning institutions, techniques, and needs. A major objective for the third grant year is the development of an integrated program of dissertation and thesis research to create a manpower model for the State. A grant-funded investigation of the nature and incidence of poverty in Utah will be completed next year.

7.11 VIRGINIA STATE COLLEGE
PETERSBURG, VA.

Grant 31-49-70-11

Dr. Huey J. Battle, Head, Department of Economics and Director, Bureau of Economic Research and Development

The Manpower Research Unit in the Bureau of Human Research and Development has concentrated its research efforts on rural manpower problems in south central Virginia. Periodic interviews are being conducted with 1,000 low-income household heads to elicit information on jobseeking patterns, mobility, and adaptability, and to identify marginally skilled workers in the area. Three research associates and several student assistants are being employed to help with the project.

The college expects to continue to strengthen the manpower content of relevant interdisciplinary courses and has augmented its teaching staff with an additional full-time professor.

7.12 WEST VIRGINIA UNIVERSITY
MORGANTOWN, W. VA.

Grant 31-52-70-12

Margaret Emery, Assistant Professor, School of Social Work and Director, Rural Manpower Research and Training Project

During its third grant year, the Rural Manpower Research and Training Project will further expand the manpower content of the curriculum of the School of Social Work. Two graduate assistantships derived from grant funds will be offered in the 1972-73 academic year.

The project's grant-based research is concentrated primarily in one subject area—the employment of subprofessionals in human service agencies. The ultimate goal of these studies is to generate knowledge that can be used to help alleviate shortages of jobs and social welfare services in rural Appalachia. Project staff are seeking new opportunities for providing field instruction to increase the utilization of paid and volunteer subprofessionals in social welfare programs.

Older people—either as recipients or providers for human services—have been the focus of most of this research and of other project activities. A pilot program to train older people as volunteer workers for rural human services agencies was initiated last year and will be expanded during the third grant year. Project staff also prepared a report on the employment and training of older West Virginians for the West Virginia Commission on Aging, which is devising a State training and manpower development plan. Next year, the project expects to be involved in the consultation and training activities entailed in the plan.

7.13 NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

Contract 82-11-72-17

Dr. Sar A. Levitan

An Assessment of the Manpower Institutional Grants Program

In February and March 1972, the National Manpower Policy Task Force members conducted onsite assessments of the 12 schools that received 4-year grants in August 1970.

The task force's appraisal of the individual and collective effectiveness of the schools through the first full

year of funding includes recommendations, a field report on each school, and independent comments by several members of the task force.

Most task force members agreed that the grants are basically a worthwhile investment, although only a few of the new manpower centers were seen as having good prospects for continued growth after grant support ends. The report called for a reappraisal of the goals, guidelines, selection criteria, and other aspects of the program. It also recommended the formation of a special committee to consider all aspects of the problem of developing manpower specialists, including the relative effectiveness and priority of institutional grants and grants for dissertation and postdoctoral research.

REPORTS

(Progress reports list all research reports prepared under institutional grants)

7.14

Brandeis University—Dennis A. Derryck, No. 31-23-70-01.

Annual Progress Report. Fiscal Year 1972, Center for Manpower Research and Development

NTIS—PB 210994.

7.15

California, The University of, Los Angeles—Benjamin Aaron, No. 31-05-70-07.

Manpower Research Institutional Grant Program: Summary of Activities, March 31, 1971–March 31, 1972

NTIS—PB 210995.

7.16

Cornell University—Robert Aronson, No. 31-34-70-02.

Manpower Research Program: Summary of Activities

NTIS—PB 210402.

7.17

Memphis State University and The University of Mississippi—No. 31-45-70-03.

Status Report on Research Activities

NTIS—PB 210996.

7.18

Missouri, University of, Columbia—E. E. Liebhafsky, No. 31-27-70-08.

Summary Program Report, Fiscal Year 1972

NTIS—PB 211688.

7.19

North Carolina Agricultural and Technical College—No. 31-35-70-04.

1972 Progress Report No. 3. Manpower Research Institutional Grant Program, Grant-Recipient School's Summary of Activities, April 1, 1971–May 31, 1972

NTIS—PB 210932.

7.20

Ohio State University, The—S. C. Kelley, No. 31-37-70-05.

Institutional Grant Report, June 1, 1971 to February 1, 1972

NTIS—PB 211006.

7.21

Oregon, University of—No. 31-39-70-09.

Summary of Institutional Grant Research: Fiscal Year 1972

NTIS—PB 209834.

7.22

Southern Methodist University—No. 31-46-70-66.

Status Report, Fiscal Year 1972

NTIS—PB 210997.

7.23

Utah, University of—Garth L. Mangum, No. 31-47-70-10.

Institutional Grant Related Research at the University of Utah

NTIS—PB 210403.

7.24

Virginia State College—Huey J. Battle, No. 31-49-70-11.

Summary Progress Report for Fiscal Year 1972 on Activities of the Development and Utilization Manpower Research Unit

NTIS—PB 211723.

7.25
West Virginia University—Margaret Emery, No. 31-52-70-12.

Summary Progress Report, Fiscal Year 1972

NTIS.

7.26
National Manpower Policy Task Force—Sar A. Levitan, No. 82-11-72-17.

An Assessment of the Manpower Institutional Grants Program

NTIS—PB 211638.

APPENDIXES

Appendix A

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS

These guidelines have been **revised** and supersede any previously issued. It is suggested that applicants examine title I of the Manpower Development and Training Act, as amended (see appendix), and other relevant authorizing legislation **before** preparing proposals under these guidelines. This section includes guidelines for submission of proposals for (1) research and development projects (funded by contract or grant), (2) doctoral dissertation grants, and (3) small grants for research, principally for postdoctoral work.

Appendix A

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Contracts and Grants

The purpose of this section is to establish guidelines for the submission of proposals for research and development project funding to the Manpower Administration, U.S. Department of Labor.[1]

AUTHORITY

Funds for research and development activities may be awarded under authority of three legislative acts:

1. Title I of the Manpower Development and Training Act of 1962 (42 U.S.C. 2571 et seq.), for the conduct of research in the broad areas of manpower resources, requirements, development, utilization, mobility, employment and unemployment, automation and technological change, and labor market information and job matching to provide information which will lead to the development of informed and responsible manpower policies and programs.

Title I of the MDTA also authorizes "a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems of worker groups such as the long-term unemployed, disadvantaged youth, displaced older workers, the handicapped, members of minority groups, and other similar groups." The projects, subsumed under the word "development" in these guidelines, seek to develop and test in operation new ways in which manpower programs might be made more effective.

2. Title I of the Economic Opportunity Act of 1964 (42 U.S.C. 2740), for studies that will provide information which will improve the overall effectiveness of the program activities set forth in part B, section 123.

3. Social Security Act (81 Stat. 888), for studies which will provide information for the improvement of the overall effectiveness of the Work Incentive program (title IV, part c, section 441).

Research and development projects are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the manpower area may apply for project funding.

[1]See Title 29, Part 71 of the Code of Federal Regulations, Manpower Research and Evaluation Grants and Contracts, 33 F.R. 7113.

PRELIMINARY PROPOSAL

The first step in applying for R&D funds is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental development and demonstration.

The preliminary proposal should be brief and self-explanatory. Twenty copies are required. It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to manpower problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Director, Office of Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20210

After reviewing this preliminary summary, the Manpower Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals).

GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant manpower problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized.

The end product to be sought by any project—its findings and conclusions—should be of broad program interest; it may be limited to specialized operations where that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

Management Capability

The project director or principal investigator should either have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator shall devote full time to the project. The organization submitting the proposal also must have available facilities and staff adequate to carry out the proposed activity or give evidence that it can acquire such, if funded.

Economic Efficiency

The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the

problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and wherever possible should attempt to build on work already done.

Review of Proposals

Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. *Thirty copies should be submitted.*

Acknowledgment of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for funding will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Manpower Administration.

Final Report

Upon completion of the project, 15 copies of a final report are required. This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain: (1) A summary, (2) findings and conclusions, (3) implications for manpower program and policy, and (4) implications for further research or experimental and demonstration effort. Special attention should be given to recommendations for the application and use of the findings to manpower programs, policies, and problems.

Publications derived from work will acknowledge that the study was supported by the Manpower Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

PROPOSAL TO THE ASSOCIATE MANPOWER ADMINISTRATOR FOR POLICY, EVALUATION, AND RESEARCH, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR FOR A RESEARCH OR DEVELOPMENT PROJECT.

Project title: (Be concise and as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.)

Submitted by: (Name of organization, institution, agency, or individual, hereinafter referred to as "organization.")

Address: (Of organization, including zip code.)

Telephone number: (Of organization, including area code.)

Initiated by: (Full name and position of individual who is initiating project, ordinarily the director or chief investigator.)

Transmitted by: (Full name and position of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.)

Date: (Date transmitted.)

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives, and (b) procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of the work proposed. Indicate how what is proposed will add to knowledge on the particular problem and/or on how to make manpower programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

a. For development, experimental and demonstration projects.

(1) Describe the work plan: who will perform what tasks in what ways, involving what types and approximate number of participants.

(2) Describe the organizational arrangements for administration of the project.

(3) Present a time schedule for performance of the stated tasks.

(4) Describe the provisions made for assessment of the effects of the project. (Where research techniques are involved in the assessment of experimental and demonstration projects, follow the outline in 6 (b) following.)

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observations, experimental and control group comparisons.

(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, type of data to be collected on each, and sampling plans.

(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are

being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Federal Reports Act of 1942, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.

(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.

(5) Phasing. Indicate the approximate time schedule for phasing various aspects of the research or assessment to the operations schedule.

7. Personnel. Give name, title, and a statement of the educational and professional experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages. For research projects detail the research staff resources available to the organization.

9. Subcontracting. If a subcontractor is to be used for any part or parts of the operation, or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the prime sponsor, but will be subject to prior approval by the Office of Research and Development.

10. Utilization. Discuss who the potential principal users are of the proposed project's findings and how the project's "products" (reports, guide materials on particular techniques) will be developed so as to encourage and facilitate use by policymakers, the research community, and/or manpower agencies.

11. Other information. Indicate other pertinent information, including the following:

a. Identify other organizations whose participation or cooperation is required and present evidence of their awareness of the need for their aid and willingness to provide it.

b. Amount of financial or other support available for this project from other sources.

c. Whether this proposal is an extension or an addition to a previously Government-supported project.

d. Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Manpower Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as "12. Budget." The budget will include all estimated costs to be covered by any funding from the Department of Labor.

The cost of performance includes the cost of necessary direct items of expenditure incurred in the performance of the project. It should also include an amount for overhead or indirect costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct costs.

(1) Personal services.

(a) Include salaries and wages of all personnel directly attributable to actual performance under this project, whether on a full- or part-time basis. List personnel by title, man-months (full- or part-time—be specific), and dollar amounts.

(b) Include in connection with the above, but identify separately, allowances (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the project.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily allowance rates, auto mileage rates, etc., during travel, in accordance with the organization's established policy.

(5) Communications. Include telephone, telegraph, and postal charges.

(6) Services. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (as the U.S. Bureau of the Census) or State agencies (as State employment services), the cost of such services, if any, should be included.

(7) Other. Itemize by category and amount.

b. Indirect costs or overhead. Give the basis for the organization's determination of proposed overhead rate and reference to the rate approved currently by other Government agencies, if any.

Overhead rates may be fixed during the negotiation of funding, or may be determined provisionally, with final settlement made at the conclusion of the project. If an overhead rate has been established by a Government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning the determination of an overhead rate, will be made during the negotiation of the funding.

It is the policy of the Department to encourage cost-sharing arrangements on research projects in accordance with the principles set forth in the Office of Management and Budget (OMB) Circular A-100, dated December 18, 1970, entitled "Cost sharing on research supported by Federal agencies." The budget presentation should show what costs the proposer will absorb as his contribution. If no costs are to be met by the proposer, an explanation should be provided.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Doctoral Dissertation Grants Under the MDTA

Academic institutions offering doctoral degrees in areas of study which relate to the manpower field (such as economics, sociology and social work, psychology, education, and the behavioral sciences generally) may apply for grants to support dissertation research of graduate students who have completed all requirements for the doctoral degree except the doctoral dissertation, or who will have met these requirements before the grant is effective. A separate application must be submitted for each candidate nominated by the university for a grant. Such a grant will be made to the university in the name of the candidate.

GRANT CONDITIONS

The maximum amount of direct costs (see "The Application," par. 5.a., p. 237) of any one grant is $10,000 for a period not to exceed 1 year. Support for projects extending beyond 1 year will be considered only under very special circumstances. Requests for no-cost extensions of approved grants will be considered only if reasonable progress is reported. Such requests require written support of the candidate's sponsor, and must be approved by the sponsoring institution and submitted at least 1 month before the expiration of the grant. The grant will indicate the period for which the Department intends to support the project.

The grant may cover the following costs:

1. Support for the doctoral candidate.

a. Support will generally be on a stipend basis, determined by the proportion of time spent by the candidate on his dissertation times the following full-time annual stipend rates:

Single individual	$4,000
Dependent allowances (additional)	
Dependent spouse	500
Dependent children:	
1	500
2	800
3 (maximum)	1,100

Under this schedule the maximum annual stipend rate for a married candidate with a dependent spouse and three or more dependent children is $5,600. The following example illustrates how a stipend may be computed:

A married man with one child who teaches half time and works on his dissertation half time for 9 months of the year, and devotes full time to his dissertation the other 3 months, could receive a stipend of $3,125—three-fourths of the year at half time, $1,875, plus one-fourth of the year at full time, $1,250.

b. A candidate who has been regularly employed in teaching or research activities by the sponsoring university or a related research organization,

and for whom the dissertation research requires relief from part of his employment, may be supported at his established rate of pay, prorated for the proportion of his time devoted to the dissertation, provided that the total amount of the candidate's pay from the grant does not exceed the amount which the candidate could otherwise receive as a stipend if he devoted full time to his dissertation (see 1.a. above).

2. Major direct project costs, such as clerical assistance, necessary travel, computer time, and special supplies.

3. Indirect costs at a fixed rate not to exceed the established audited rate of the institution. The stipend may not be treated as a personnel cost for the purpose of computing the amount of indirect costs. However, the salary of a candidate employed by the university (as in 1.b. above) will not be considered a stipend.

4. Allowance to sponsoring university.

a. When the candidate is on a stipend basis, and is not charged tuition or fees, an allowance of $2,500 will be granted to the university in lieu of tuition, fees, general supplies, and other administrative costs for grants of 6-months' to 1-year's duration. Where tuition and fees normally charged doctoral candidates exceed $2,500 per year, the amount of the allowance may be increased to cover costs of tuitions and fees, but may not exceed $3,000 per year. For grants of less than 6 months, the allowance will be one-half of the annual rate, except that in the rare instances when no-cost extensions are allowed, the allowance to the sponsoring university will be prorated on a monthly basis. In accordance with the Office of Management and Budget Circular No. A–100 (see below), costs of services of academic and administrative staff, including the candidate's sponsor or thesis advisor, which would normally be covered by tuition and fees of the university, may not be shown as a contribution of the university.

b. When the candidate is employed by the university and paid a salary, no allowance will be granted. In such instances, the university may include the salary of the candidate in the base against which indirect costs rates may be applied.

In accordance with the Office of Management and Budget Circular No. A–100, dated December 18, 1970, "Cost sharing on research supported by Federal agencies," the grantee institution must share in the total cost of the project.

For applications which are approved, the submission of copies of final reports (dissertations) will be in accordance with condition 17 of the following Doctoral Dissertation Grant Conditions.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the university or the doctoral candidate and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor under the Manpower Development and Training Act of 1962, as amended. The Department will have a nonexclusive right to publish and distribute the final report of the research and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all dissertation grants are appended as Conditions Governing Grants in Support of Doctoral Dissertations at the end of these

guidelines. As indicated below, any desired exceptions from these conditions should be stated with the transmittal of the application.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent by the university to:

Director, Office of Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20210

Closing dates for applications are December 1, March 1, June 1, and September 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work to be conducted or initiated during the 1-year period following the date of the application. However, applications received in MA 1 week or more after a closing date, regardless of postmark, will be considered at the next scheduled closing date. *To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application.* Processing of applications requires approximately 3 months, including evaluation by review panels. Applicants may expect to be notified of action taken about 3 months after the applicable closing date. Applications approved for funding may be activated for work to begin approximately 1 month after notification. A grant approved for a candidate who has not completed all the requirements for the doctoral degree at the date of the application will require notice from the university that all requirements have been met before any payments will be made under the grant.

CRITERIA FOR APPROVAL

All applications are reviewed by a panel of persons from outside the Department with expertise in the manpower field. Only those applications which propose studies which have relevance to the objectives of title I of the Manpower Development and Training Act[2] are referred to the panel for their consideration and recommendation.

The panel considers all elements of an application in its review, giving primary emphasis to the candidate's ability, originality, and creativity as evidenced by the project proposal. The standing of the candidate and his proposed project relative to other candidates and to the availability of funds for the program determines whether the project will be approved for a grant. Approval may be conditional on acceptance of changes as recommended by the review panel, including substantive and budget revisions.

THE APPLICATION

Applications should contain the information requested below in the order indicated. There is no printed form to be used.

1. The first page should show the following:

   PROPOSAL SUBMITTED TO THE ASSOCIATE MANPOWER ADMINISTRATOR FOR POLICY, EVALUATION, AND RESEARCH, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, FOR A GRANT IN SUPPORT OF A DOCTORAL DISSERTATION UNDER THE PROVISIONS OF TITLE I OF THE MANPOWER DEVE-

[2]It is suggested that applicants study title I of the MDTA of 1962 **before** preparing proposals under these guidelines. (See p. 263.)

LOPMENT AND TRAINING ACT, PUBLIC LAW 87–415, AS AMENDED.

Submitted by:	(Legal name of university which will be used if grant is approved, and department sponsoring the candidate.)
Address:	(Of university, including zip code.)
Candidate:	(Name, address, and phone number. Candidate should sign original or master copy.)
Project title:	(Concise, descriptive, and as specific as possible.)
Sponsor:	(Name, position, academic degrees, and phone number of university advisor or sponsor of the candidate. Sponsor should sign original or master copy.)
Transmitted by:	(Name, position, and phone number of approving official. This should be someone with authority to commit the university, and he should sign the original or master copy. Unless otherwise indicated all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official.)
Date:	(Date transmitted.)

2. The background of the candidate. Include statement of education and employment experience, and a list of published work. Indicate if candidate has met all requirements other than the dissertation, and, if not, when these will be met.

3. A statement by the candidate's sponsor in support of the proposal and indicating his evaluation of the interests and potential of the candidate. Where the sponsor is other than the thesis advisor for the candidate, the thesis advisor should also include such a statement.

4. A brief, but reasonably complete, statement of the proposed work prepared by the candidate, and covering:

a. The problem to be investigated, and its importance and significance.
b. The objectives of the study, including hypotheses to be tested and specific questions to which answers will be sought.
c. Procedures to be used. Include, as appropriate, general design, population and sample to be studied, data to be gathered and methods to be used, and methods of analysis to be used.
d. Anticipated practical applications of the findings, if appropriate.
e. A time schedule for the project and its major phases.
f. Where support of other agencies is necessary for the successful completion of the objectives of this study, include a statement of the extent of cooperation already assured by such agencies.

5. A budget statement, in detail for the grant period. Items to be shown in detailed budgets are listed below. Dollar amounts are to be listed in two columns: (a) Amounts

of funds requested and (b) amounts of the grantee institution's contribution from non-Federal funds.

a. Direct costs.

(1) Personal services. Show the portion of the candidate's time to be spent on the project, and the rate of stipend or salary.

(a) If a stipend, indicate the basis for the rate used in accordance with schedule of stipends shown earlier in these guidelines.

(b) If a salary, indicate the basis for the recommended rate of pay. Total salary charged to the grant may not exceed that amount which would be payable for full-time work on the dissertation under the schedule of stipends shown earlier in these guidelines (see 1.a., p. 2).

(2) Major materials and special supplies required for the project. Itemize in broad categories and amounts.

(3) Travel, including subsistence at actual cost but not to exceed that allowable under the customary practice of the grantee. Give detail of travel and subsistence, including types of transportation to be used and rates allowed therefor.

(4) Communication and services not included elsewhere. Itemize by broad categories and amounts. For computer use, show type, number, cost per hour, etc.

(5) Other direct costs. Itemize by category and amount. When the candidate is on a salary basis, tuition and fees normally paid to the institution by doctoral candidates working only on their dissertations may be shown as a contribution of the institution in lieu of personal and other services covered by such tuition and fees (as, for example, the time spent by the candidate's sponsor supervising the work of the candidate). Such tuition and fees are allowable as part of the grant amount only to the extent that they reflect grantee costs directly attributable to the work of the candidate.

b. Indirect costs. A **fixed rate** which does not exceed the grantee institution's established audited rate may be used. Identify the basis for the established rate—the date, audit agency, and reference numbers, if any.

c. Allowance to university. See page 234, numbered paragraph 4 for schedule of allowances. Include in amount requested.

6. A statement acknowledging that the Conditions Governing MDTA Grants in Support of Doctoral Dissertations (which follow) have been reviewed and will be accepted if the grant is approved. Any provisions from which the institution desires exception should be clearly indicated and justified.

DOCTORAL DISSERTATION GRANT CONDITIONS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, AS AMENDED

1. DEFINITIONS

As used in this grant (see Notice of Grant Award, p. 261), the following terms shall have the meaning set forth below:

a. "Secretary" means the Secretary of the U.S. Department of Labor, and the term "his duly authorized representative" means any person or persons authorized to act for the Secretary.

b. "Grantee" means the institution named in this grant as the recipient of the grant award.

c. "Grant Officer" means the person executing this grant document on behalf of the Government, and any other individual who is properly designated a representative of the grant officer and acting within the limits of his authority.

d. "MA" means the Manpower Administration of the U.S. Department of Labor.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee, to the doctoral candidate, and to any agency or organization which, pursuant to a contract, agreement, or other arrangement with the grantee, undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any conditions must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application which may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services which the grantee shall perform shall be consistent with the proposal as approved for support by the grant officer, and shall be performed in accordance with that document which is appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the Federal grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award, or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures

shall include only expenses which are chargeable to the budget of the grantee and which are determined by the grant officer to be allowable costs under the applicable provisions of subpart 1–15.3 of the Federal Procurement Regulations (41 CFR 1–15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the doctoral candidate, with the approval of the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of the grant and the total pay and rate of pay of the doctoral candidate are not increased. Expenses which are attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

"I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.
b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 17 below, and (2) a final fiscal statement accounting for all expenditures under this grant.

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period shall be returned to the U.S. Department of Labor when the final financial report for the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice of the grantee, except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates, established by the institution.

11. ESTIMATE OF TIME OR EFFORT

The grantee shall maintain quarterly "Time or Effort Reports" for all professional staff rendering services under the grant. Such reports shall be prepared not later than 1 month following the end of the academic term within which the services were rendered. The estimate may be based on either hours or a percentage of effort. The estimate may be prepared by either the professional staff member himself or his supervisor and retained in the office of the individual responsible for preparation of expenditure reports. The "Time or Effort Reports" shall be available for inspection at any time by representatives of the Government.

12. LEASE-PURCHASE AGREEMENT

The grantee shall not, while using Federal funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

13. EXPENSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;
b. The cost of meals for employees or officials of the grantee except when in travel status; or
c. Costs incurred before or after the grant period.

14. INTEREST EARNED ON FEDERAL FUNDS

All interest earned on Federal grant funds shall be reported on the financial report for the grant period and shall be returned by check payable to the U.S. Department of Labor.

15. ACCOUNTING FOR PROPERTY

Title to all property furnished by the Government or acquired with grant funds remains in the Government. Upon completion of the project, the grantee shall make

a report to MA itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

16. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. The Office of Management and Budget Circular A–100, December 18, 1970, requires that the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Government representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

17. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will either be included in or accompany the report. The form, "Standard Title Page for Technical Reports" must be completed and bound into each copy behind the title page. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> "The material in this project was prepared under Grant No(s). (enter appropriate MA numbers) from the Manpower Administration, U.S. Department of Labor, under the authority of title I of the Manpower Development and Training Act of 1962, as amended. Researchers undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the Department of Labor."

18. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Government study or Government-approved study, unless the grantee submits to the grant officer copies of said questionnaires and survey plans for clearance in advance of use, in accordance with the Federal Reports Act of 1942.

19. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research conducted under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 17 above.

Grantee agrees to furnish 10 copies of each such publication to MA, and agrees, to the extent that the grantee has power to grant such rights, that the Government may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood

that the grantee may not be required to disclose material of a confidential nature to the Government even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the Government reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted resulting from this grant. It is further agreed that in any material prepared under this grant under which a license is reserved to the Government under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the U.S. Government in whole or in part is permitted for any purpose."

20. REVOCATION

a. This grant may be revoked in whole or in part by the grant officer after notice to the grantee, except that a revocation shall not affect any financial commitment which in the judgment of the grant officer had become firm prior to the effective date of the revocation. Upon notice of revocation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the U.S. Department of Labor, the uncommitted balance of all funds that have been paid to the grantee under the terms of this grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate revocation of the grant. It is expected that the most common cause for revocation will be the inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

21. AVAILABILITY OF THE DOCTORAL CANDIDATE

The availability of the services of the person named in the notice of grant as "Doctoral Candidate" is one of the conditions of the grant. Grantee agrees to inform the Government immediately whenever it appears to be impossible for the doctoral candidate to continue to work on the project as planned. Under such circumstances the grant may be revoked.

22. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease, or rental by the grantee of articles, supplies, equipment, and services which are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis con-

tracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Government in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, which provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Government immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

23. EQUAL OPPORTUNITY

(The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).)

During the performance of this grant, the grantee agrees as follows:

a. The grantee will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers, with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Labor and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the

grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraphs a. through g. in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. Provided, however, that in the event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

24. POLITICAL ACTIVITY

No funds provided hereunder shall be used for any partisan political activity or to further the election or defeat of any candidate for public office, and no part of the administration of the program authorized by this grant shall be intermingled with or closely affiliated with any partisan political activity. In addition, it should be noted that employees of public bodies and community action agencies may be subject to limitations on their political activities under the Hatch Act 5 U.S.C. 1502(a), 18 U.S.C. 595.

25. BUY AMERICAN ACT

a. In acquiring end products, the Buy American Act (41 U.S.C. 10(a)(d)) provides that the Government give preference to domestic source end products. For the purpose of this clause:

(1) "Components" mean those articles, materials, and supplies which directly incorporated in the end products;

(2) "End products" mean those articles, materials, and supplies which are to be acquired under this grant for public use; and

(3) A "domestic source end product" means:

(a) an unmanufactured end product which has been mined or produced in the United States;

(b) an end product manufactured in the United States if the cost of components thereof which are mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. For the purpose of this a. (3) (b), components of foreign origin of the same type or kind as the products referred to in b. (2) or (3) of this clause shall be treated as components mined, produced, or manufactured in the United States.

b. The grantee agrees that there will be delivered under this grant only domestic source end products, except end products:

(1) Which are for use outside the United States;

(2) Which the Government determines are not mined, produced, or manufactured in the United States in sufficient and reasonably available com-

mercial quantities and of a satisfactory quality;
(3) As to which the Secretary determines the domestic preference to be inconsistent with the public interest: or
(4) As to which the Secretary determines the cost to the Government to be unreasonable.

(The foregoing requirements are administered in accordance with Executive Order No. 10582, dated December 17, 1954.)

26. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Government shall have the right to annul this grant without liability or, in its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

27. OFFICIALS NOT TO BENEFIT

No member of or delegate to Congress, or resident commissioner, shall be admitted to any share or part of this grant, or to any benefit that may arise therefrom; but this provision shall not be construed to extend to this grant if made with a corporation for its general benefit.

28. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are that of the grantee and not the Federal Government, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Small-Grant Research Projects Under the MDTA

Public and private nonprofit academic institutions and research organizations may apply for small grants to support research projects or research-related activities in the manpower field.

This small grant program is principally for postdoctoral research. Proposals approvable include:

a. Research which explores new fields of inquiry.

b. Research which explores new methods of approach to existing fields of inquiry.

c. Studies which test the effectiveness or feasibility of research projects or programs.

d. Syntheses of the current state of knowledge in various research areas in order to provide guides for future programs.

Under special circumstances, grants may also be made to assist in support of research projects underwritten by other agencies, but which require additional monies to assure completion.

GRANT CONDITIONS

The maximum amount of direct cost (see "The Application," par. 10.a., p. 251) of any one grant is $15,000 for a period not to exceed 1 year. For projects scheduled for more than 1 year, additional grants, each within the same limitation, may be made for a total of not to exceed 2 years, subject to availability of appropriated funds, receipt of progress reports showing reasonable progress, and requests for such renewals to be submitted not later than 1 month before the expiration of previous grants. The initial grant will indicate the period for which the Department intends to support the project.

Grant funds may be expended only for the purpose of carrying out the research program as approved. In accordance with the Office of Management and Budget Circular No. A–100, dated December 18, 1970, "Cost sharing on research supported by Federal agencies," the grantee institution must share in the total cost of the project.

All grant awards are subject to the condition that the principal investigator designated in the application continues to be responsible for the conduct of the approved project for its duration. Continuation of grants in the event the principal investigator becomes unavailable will be contingent upon written approval by the Department of the person chosen by the grantee to replace the principal investigator.

For applications which are approved, the submission of copies of final reports will be in accordance with condition 17 of the following Research Project Grant Conditions. Incorporated into or accompanying this report will be a short summary, which includes one paragraph on the project's objectives, one on procedures, two or three paragraphs on findings, and one on implications of findings. For projects extending beyond 1 year, the renewal will be considered as a separate grant, and a progress report will be required with the request for renewal.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the grantee, and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor under the Manpower Development and Training Act of 1962, as amended. The Department will have a nonexclusive right to publish and distribute the final report of the research, and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all research grants are appended as Conditions Governing Grants in Support of Research Projects, at the end of these guidelines. As indicated below, any desired exceptions from these conditions should be stated with the transmittal of the application.

CRITERIA FOR APPROVAL

A primary consideration in the approval of any grant request is the relevance of the area of study to the objectives of title I of the Manpower Development and Training Act.[3] Proposals which are determined to be relevant to the objectives of the Manpower Development and Training Act will be considered by a review panel of persons from outside the Department with expertise in the manpower field and approved or disapproved in relation to criteria such as the following:

1. Manpower significance.

   a. The project is focused primarily on significant manpower problems.
   b. The anticipated results or methodology of the project have broad national interest, provide a basis for generalized conclusions, or have practical applicability.

2. Research design.

   a. The problem with which the research proposes to deal is clearly defined.
   b. The proposal reflects an adequate knowledge of other research related to the problem.
   c. Questions to be answered or hypotheses to be tested are well formulated and clearly stated.
   d. The proposal outlines fully the procedures to be followed, and whenever applicable, includes information on such matters as sampling procedures, including the size of the population to be studied and the size of sample and control groups, as well as types of data to be gathered, and statistical analyses to be made.

3. Personnel and facilities.

   a. The experience and training of the principal investigator appear adequate to carry out the research.
   b. The facilities available to the investigator(s) are adequate to carry out the research.
   c. The plan provides, wherever feasible, for encouraging and increasing knowledge and skills of professional personnel and of new research workers.

[3] It is suggested that applicants examine title I of the MDTA of 1962 **before** preparing proposals under these guidelines. (See p. 263.)

4. Economic efficiency.

   a. The suggested approach to the problem is reasonable in terms of overall cost as compared with the cost of other possible approaches.
   b. The suggested approach to problems involving the analysis of statistical data utilizes, to the extent feasible, data already available or being collected through Government and other sources.
   c. The total proposed expenditure is justifiable in terms of the probable value of the results of the proposed research, and the grantee institution is contributing a reasonable share of the total cost.

Approval may be conditional on acceptance of changes in the project or the budget, or both, as recommended by the review panel.

GRANT REVISIONS

The terms of any approved grant will be revised only if major changes in the areas to be investigated are agreed to be necessary. Changes in the research approach suggested by the development of a project or intended to expedite the achievement of its objectives, but not materially changing the scope and purpose of the study, may be made at the discretion of the grantee. Adjustments within the estimated approved budget may be made at the discretion of the grantee if the total amount of the grant and the total pay and rate of pay of the principal investigator(s) are not increased.

Prior written approval of the Department is required for:

1. Substantial changes in the scope or purpose of a study, with or without changes in the budget;
2. Any increase in the total budget for a grant;
3. Any increase in the total pay or rate of pay of the principal investigator(s); or
4. Any change in the grant period.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent to:

Director, Office of Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20210

Closing dates for applications are December 1, March 1, June 1, and September 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work scheduled to start 4 months or more following the applicable closing date. However, applications received 1 week or more after a closing date, regardless of postmark, will be considered at the next scheduled closing date. Processing of applications requires approximately 3 months, including evaluation by review panels. To assure an early acknowledgement of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Applicants may expect to be notified of action taken about 3 months after the closing date. Applications approved for funding may be activated for work to begin approximately 1 month after notification.

THE APPLICATION

Applications should contain the information requested in the order indicated. There is no printed form to be used.

1. The first page should show the following:

PROPOSAL SUBMITTED TO THE ASSOCIATE MANPOWER ADMINISTRATOR FOR POLICY, EVALUATION, AND RESEARCH, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, FOR A SMALL GRANT IN SUPPORT OF A RESEARCH PROJECT UNDER THE PROVISIONS OF TITLE I OF THE MANPOWER DEVELOPMENT AND TRAINING ACT, PUBLIC LAW 87—415, AS AMENDED.

Project title: (Be concise, descriptive, and as specific as possible. Include key words under which project may be indexed.)

Submitted by: (Legal name of institution or organization which will be used if grant is approved, hereinafter referred to as "organization.")

Address: (Of organization, including zip code.)

Telephone number: (Of organization, including area code.)

Principal investigator: (Name, position, academic degrees, and phone number of the principal investigator.)

Transmitted by: (Name, position, and phone number of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official.) (The proposal should be signed by both the principal investigator and the transmitter on the original or master copy.)

Date: (Date transmitted.)

2. Abstract. On a single separate page submit a summary of the proposal including: (a) Title of project; (b) name of organization; (c) name of principal investigator; (d) objectives; (e) procedures; (f) time schedule, i.e., beginning and ending dates (first year total and project total if longer than 1 year).

3. Problem. Give a brief statement of the problem to be investigated, explaining its importance and significance.

4. Objectives. State the objectives of the research project, including hypotheses to be tested and specific questions to which answers will be sought. For research design studies, include the ultimate objectives of the research to be designed.

5. Relationship to other research. Cite or summarize research related to the proposed study. Present the rationale upon which the proposal is based. Indicate the uniqueness of the proposal.

6. Procedure. Describe the procedure in detail listing the steps to be followed. Include specific information on each of the following, as appropriate:

a. General design of project.
b. Population and sample to be studied.
c. Data to be gathered and methods to be used.
d. Methods of analysis to be used.
e. Time schedule indicating length of time required for each major phase of study.

7. Personnel. Give name, title, and a brief statement of the research experience of the principal investigator and of other key personnel.

8. Facilities. Indicate special facilities and similar advantages, including research staff resources, available to the organization.

9. Other information. Indicate other information pertinent to the proposal, including the following:

a. Amount of financial or other support for this project from other sources.
b. Whether this proposal has been or will be submitted to any other agency or organization for financial support.
c. Whether this proposal is an extension of or an addition to a previous project supported by the Department of Labor or other Government agency.
d. Whether this proposal or a similar one was previously submitted to the Department of Labor or other Government agency.
e. Extent to which cooperation has been agreed to by agencies whose support is necessary for the successful completion of the objectives of the proposal.

10. Budget. Include a section on estimated costs of the project to be covered by the grant and by the grantee institution from non-Federal sources. Start this section on a new page.

The proposed budget will be reviewed against applicable Federal regulations, such as Office Management and Budget Circular No. A—100, as part of the review of the proposal. Where changes are necessary for the projects which are otherwise approved, final approval will be conditional on the acceptance of these changes.

The cost of the project includes the costs of necessary direct items of expenditures incurred in its performance; it may also include an amount of overhead or indirect costs at a rate which does not exceed the grantee institution's established audited rate for such projects.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure in two columns: (1) Amount of funds requested, and (2) amount of the grantee institution's contribution from non-Federal funds. If the project is expected to extend beyond 1 year, indicate amounts required for each year and in total.

a. Direct costs.
(1) Personal services. Include:
(a) Salaries[4] and wages of all personnel which are directly attributable to actual performance under this grant, whether on a full- or part-time

[4]For salaries at rates of $15,000 or more per annum and for consultant fees in excess of $75 per day, include a statement establishing that each such rate is in accordance with the established compensation rates and policies of the grantee institution.

basis. (List personnel by title, man-months, and dollar amounts.)
(b) In connection with the above, but identified separately, allowances for vacation, holiday, and sick leave pay. Also include employee benefits to extent customarily provided by organization.
(c) Consultants[4] as required.

(2) Materials and supplies. Itemize in broad categories and amounts all materials and supplies which are to be directly expended in performance of the project.

(3) Travel. Include subsistence during travel at actual cost, but not to exceed that allowable under the customary practices of the grantee. Give detail of travel and subsistence, including types of transportation and rates allowed therefor.

(4) Communications. Include telephone and telegraph charges unless these are included in indirect costs.

(5) Services. Include those not specifically covered under personal services. Itemize by category and amount.

(6) Other. Itemize by category and amount. For computer use, show type, number, cost per hour, etc.

b. Indirect costs or overhead. A **fixed rate** which does not exceed the grantee institution's established audited rate may be used. Identify the basis for the established rate—date, audit agency, and reference numbers, if any.

11. A statement acknowledging that the Conditions Governing Grants in Support of Research Projects (which follow) have been reviewed and will be accepted if the grant is approved. If there are any provisions from which the organization desires exception, these should be clearly indicated and justified.

CONDITIONS FOR SMALL-GRANT RESEARCH PROJECTS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, AS AMENDED

DEFINITIONS

As used in this grant (see Notice of Grant Award, p. 261), the following terms shall have the meaning set forth below:

a. "Secretary" means the Secretary of the U.S. Department of Labor, and the term "his duly authorized representative" means any person or persons authorized to act for the Secretary.
b. "Grantee" means the institution named in this grant as the recipient of the grant award.
c. "Grant Officer" means the person executing this grant document on behalf of the Government, and any other individual who is properly designated a representative of the grant officer and acting within the limits of his authority.
d. "MA" means the Manpower Administration of the U.S. Department of Labor.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee and to any agency or organization which, pursuant to a contract, agreement, or other arrangement with the grantee, undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any condition must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application which may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services which the grantee shall perform shall be consistent with the proposal as approved for support by the grant officer, and shall be performed in accordance with that document which is appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the Federal grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award, or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures shall include only expenses which are chargeable to the budget of the grantee and which

are determined by the grant officer to be allowable costs under the applicable provisions of subpart 1—15.3 of the Federal Procurement Regulations (41 CFR 1—15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of the grant and the total pay and rate of pay of principal professional staff are not increased. Expenses which are attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

> "I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of the grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.
b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 17 below, and (2) a final fiscal statement accounting for all expenditures under this grant.

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice

of the grantee, except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates, established by the institution. In exceptional cases where the required caliber of services cannot be obtained at the prevailing rates, a request to pay a higher rate, with justification therefor, shall be submitted to the grant officer for consideration and prior approval before the commitment is made.

11. ESTIMATE OF TIME OR EFFORT

The grantee shall maintain quarterly "Time or Effort Reports" for all professional staff rendering services under the grant. Such reports shall be prepared not later than 1 month following the end of the academic term within which the services were rendered. The estimate may be based on either hours or a percentage of effort. The estimate may be prepared by either the professional staff member himself or his supervisor and retained in the office of the individual responsible for preparation of expenditure reports. The "Time or Effort Reports" shall be available for inspection at any time by representatives of the Government.

12. LEASE-PURCHASE AGREEMENT

The grantee shall not, while using Federal funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

13. EXPANSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;
b. The cost of meals for employees or officials of the grantee except when in travel status; or
c. Costs incurred before or after the grant period.

14. INTEREST EARNED ON FEDERAL FUNDS

All interest earned on Federal grant funds shall be reported on the financial report for the grant period and shall be returned by check payable to the U.S. Department of Labor.

15. ACCOUNTING FOR PROPERTY

Title to all property furnished by the Government or acquired with grant funds remains in the Government. Upon completion of the project, the grantee shall make a report to MA itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

16. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. The Office of Management and Budget Circular A—100, December 18, 1970, requires that the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Government representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

17. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will either be included in or accompany the report. The form, "Standard Title Page for Technical Reports" must be completed and bound into each copy behind the title page. This is a requirement of the information storage and retrieval system. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> "The material in this project was prepared under Grant No(s). (enter appropriate MA numbers) from the Manpower Administration, U.S. Department of Labor, under the authority of title I of the Manpower Development and Training Act of 1962, as amended. Researchers undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the Department of Labor."

18. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Government study or Government-approved study, unless the grantee submits to the grant officer copies of said questionnaires and survey plans for clearance in advance of use, in accordance with the Federal Reports Act of 1942.

19. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research conducted under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 17 above.

Grantee agrees to furnish 10 copies of each such publication to MA, and agrees, to the extent that the grantee has power to grant such rights, that the Government may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood that the grantee may not be required to disclose material of a confidential nature to the Government even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the Government reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted resulting from this grant. It is further agreed that in any material prepared under this grant under which a license is reserved to the Government under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the U.S. Government in whole or in part is permitted for any purpose."

20. REVOCATION

a. This grant may be revoked in whole or in part by the grant officer after notice to the grantee, except that a revocation shall not affect any financial commitment which in the judgment of the grant officer had become firm prior to the effective date of the revocation. Upon notice of revocation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the U.S. Department of Labor, the uncommitted balance of all funds that have been paid to the grantee under the terms of this grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate revocation of the grant. It is expected that the most common cause for revocation will be the inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

21. AVAILABILITY OF THE PRINCIPAL INVESTIGATOR

The availability of the services of the person named in the notice of grant as "Principal Investigator" is one of the conditions of the grant. Grantee agrees to inform the Government immediately whenever it appears to be impossible for the principal investigator to continue to work on the project as planned. Under such circumstances the grant may be revoked unless a substitute is approved by the grant officer.

22. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease, or rental by the grantee of articles, supplies, equipment, and services which are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis contracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Government in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, which provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Government immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

23. EQUAL OPPORTUNITY

(The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).)

During the performance of this grant, the grantee agrees as follows:

a. The grantee will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Labor and the

Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraph a. through g. in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. Provided, however, that in tne event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

24. POLITICAL ACTIVITY

No funds provided hereunder shall be used for any partisan political activity or to further the election or defeat of any candidate for public office, and no part of the administration of the program authorized by this grant shall be intermingled with or closely affiliated with any partisan political activity. In addition, it should be noted that employees of public bodies and community action agencies may be subject to limitations on their political activities under the Hatch Act 5 U.S.C. 1502(a), 18 U.S.C. 595.

25. BUY AMERICAN ACT

a. In acquiring end products, the Buy American Act (41 U.S.C. 10(a) (d) provides that the Government give preference to domestic source end products. For the purpose of this clause:

(1) "Components" mean those articles, materials, and supplies which are directly incorporated in the end products;

(2) "End products" mean those articles, materials, and supplies which are to be acquired under this grant for public use, and

(3) A "domestic source end product" means:

(a) an unmanufactured end product which has been mined or produced in the United States, and

(b) an end product manufactured in the United States if the cost of components thereof which are mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. For the purpose of this a. (3)(b), components of foreign origin of the same type or kind as the products referred to in b. (2) or (3) of this

clause shall be treated as components mined, produced, or manufactured in the United States.

b. The grantee agrees that there will be delivered under this grant only domestic source end products, except end products:

(1) Which are for use outside the United States;

(2) Which the Government determines are not mined, produced, or manufactured in the United States in sufficient and reasonably available commercial quantities and of a satisfactory quality;

(3) As to which the Secretary determines the domestic preference to be inconsistent with the public interest; or

(4) As to which the Secretary determines the cost to the Government to be unreasonable.

(The foregoing requirements are administered in accordance with Executive Order No. 10582, dated December 17, 1954.)

26. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Government shall have the right to annul this grant without liability or, in its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

27. OFFICIALS NOT TO BENEFIT

No member of or delegate to Congress, or resident commissioner, shall be admitted to any share or part of this grant, or to any benefit that may arise therefrom; but this provision shall not be construed to extend to this grant if made with a corporation for its general benefit.

28. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are that of the grantee and not the Federal Government, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

U.S. DEPARTMENT OF LABOR

NOTICE OF GRANT AWARD: Under authority of the Manpower Development and Training Act of 1962 (42 U.S.C. 2571)

GRANT NO: _____ GRANT PERIOD: From _____ through _____

PROPOSAL Number _____ Title:

GRANTEE:

☐ Principal Investigator

Name: _____

☐ Doctoral Candidate

APPROVED BUDGET FOR THIS AWARD PERIOD:

INITIAL PAYMENT (See Condition 7)----$_____

TOTAL AMOUNT OF THIS GRANT----$_____

TOTAL GRANTEE CONTRIBUTION----$_____

TOTAL PROJECT BUDGET--------$_____

General level of support recommended for this project following this grant period:

Period: _____

Amount: $_____

CONDITIONS: This Grant is made in support of the proposal which is a part of this Grant and is incorporated as Attachment 1, and is made subject to the Conditions 1 through ____ set forth in Attachment 2, except condition(s) ____, which is (are) deleted.

Grantee accepts this Grant and the conditions of its approval.

BY: _____

TITLE: _____

DATE: _____

Secretary of Labor, U.S. Department of Labor.

BY: _____

TITLE: Director, Office of Research and Development

DATE: _____

Appendix B

Manpower Development and Training Act of 1962, Title I, as Amended[1]

AN ACT

Relating to manpower requirements, resources, development, and utilization, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Manpower Development and Training Act of 1962".

TITLE I—MANPOWER REQUIREMENTS, DEVELOPMENT, AND UTILIZATION

Statement of Findings and Purpose

SEC. 101. The Congress finds that there is critical need for more and better trained personnel in many vital occupational categories, including professional, scientific, technical, and apprenticeable categories; that even in periods of high unemployment, many employment opportunities remain unfilled because of the shortages of qualified personnel; and that it is in the national interest that current and prospective manpower shortages be identified and that persons who can be qualified for these positions through education and training be sought out and trained as quickly as is reasonably possible, in order that the Nation may meet the staffing requirements of the struggle for freedom. The Congress further finds that the skills of many persons have been rendered obsolete by dislocations in the economy arising from automation or other technological developments, foreign competition, relocation of industry, shifts in market demands, and other changes in the structure of the economy; that Government leadership is necessary to insure that the benefits of automation do not become burdens of widespread unemployment; that the problem of assuring sufficient employment opportunities will be compounded by the extraordinarily rapid growth of the labor force in the next decade, particularly by the entrance of young people into the labor force, that improved planning and expanded efforts will be required to assure that men, women, and young people will be trained and available to meet shifting employment needs; that many persons now unemployed or underemployed, in order to become qualified for reemployment or full employment must be assisted in providing themselves with skills which are or will be in demand in the labor market; that the skills of many persons now employed are inadequate to enable them to make their maximum contribution to the Nation's economy; and that it is in the national interest that the

[1] 42 U.S.C. 2571 et seq. P.L. 87—415, Mar. 15, 1962, 76 Stat. 24—33, as amended by (a) P.L. 87—729, Oct. 1, 1962, 76 Stat. 679, (b) P.L. 88—214, Dec. 19, 1963, 77 Stat. 422, (c) P.L. 89—15, Apr. 26, 1965, 79 Stat. 75, (d) P.L. 89—792, Nov. 7, 1966, 80 Stat. 1434, (e) P.L. 80—794, Nov. 8, 1966, 80 Stat. 1451, (f) P.L. 90—636, Oct. 24, 1968, 82 Stat. 1352, and (g) P.L. 92-277, Apr. 24, 1972, 85 Stat. 124.

opportunity to acquire new skills be afforded to these people with the least delay in order to alleviate the hardships of unemployment, reduce the costs of unemployment compensation and public assistance, and to increase the Nation's productivity and its capacity to meet the requirements of the space age. The Congress further finds that many professional employees who have become unemployed because of the specialized nature of their previous employment are in need of brief refresher or reorientation educational courses in order to become qualified for other employment in their professions, where such training would further the purposes of this Act. It is therefore the purpose of this Act to require the Federal Government to appraise the manpower requirements and resources of the Nation, and to develop and apply the information and methods needed to deal with the problems of unemployment resulting from automation and technological changes and other types of persistent unemployment.

Evaluation, Information, and Research

SEC. 102. To assist the Nation in accomplishing the objectives of technological progress while avoiding or minimizing individual hardship and widespread unemployment, the Secretary of Labor shall—

(1) evaluate the impact of, and benefits and problems created by automation, technological progress, and other changes in the structure of production and demand on the use of the Nation's human resources; establish techniques and methods for detecting in advance the potential impact of such developments; develop solutions to these problems, and publish findings pertaining thereto;

(2) establish a program of factual studies of practices of employers and unions which tend to impede the mobility of workers or which facilitate mobility, including but not limited to early retirement and vesting provisions and practices under private compensation plans; the extension of health, welfare, and insurance benefits to laid-off workers; the operation of severance pay plans and the use of extended leave plans for education and training purposes. A report on these studies shall be included as part of the Secretary's report required under section 107;

(3) appraise the adequacy of the Nation's manpower development efforts to meet foreseeable manpower needs and recommend needed adjustment, including methods for promoting the most effective occupational utilization of and providing useful work experience and training opportunities for untrained and inexperienced youth;

(4) promote, encourage, or directly engage in programs of information and communication concerning manpower requirements, development, and utilization, including prevention and amelioration of undesirable manpower effects from automation and other technological developments and improvement of the mobility of workers;

(5) arrange, through grants or contracts, for the conduct of such research and investigations as give promise of furthering the objectives of this Act; and

(6) establish a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems of worker groups such as the long-term unemployed, disadvantaged youth, displaced older workers, the handicapped, members of minority groups, and other similar groups. In carrying out this subsection the Secretary of Labor shall, where appropriate, consult with the Secretaries of Health, Education, and Welfare, and Commerce,

and the Director of the Office of Economic Opportunity. Where programs under this paragraph require institutional training, appropriate arrangements for such training shall be agreed to by the Secretary of Labor and the Secretary of Health, Education, and Welfare. He shall also seek the advice of consultants with respect to the standards governing the adequacy and design of proposals, the ability of applicants, and the priority of projects in meeting the objectives of this Act.

Job Developing Programs

SEC. 103. The Secretary of Labor shall stimulate and assist, in cooperation with interested agencies both public and private, job development programs, through on-the-job training and other suitable methods, that will serve to expand employment by the filling of those services and related needs which are not now being met because of lack of trained workers or other reasons affecting employment or opportunities for employment.

Labor Mobility Demonstration Projects

SEC. 104. (a) During the period ending June 30, 1970, the Secretary of Labor shall develop and carry out, in a limited number of geographical areas, pilot projects designed to assess or demonstrate the effectiveness in reducing unemployment of programs to increase the mobility of unemployed workers by providing assistance to meet their relocation expenses. In carrying out such projects the Secretary may provide such assistance, in the form of grants or loans, or both, only to involuntarily unemployed individuals who cannot reasonably be expected to secure full-time employment in the community in which they reside, have bona fide offers of employment (other than temporary or seasonal employment), and are deemed qualified to perform the work for which they are being employed.

(b) Loans or grants provided under this section shall be subject to such terms and conditions as the Secretary shall prescribe, with loans subject to the following limitations:

(1) there is reasonable assurance of repayment of the loan;

(2) the credit is not otherwise available on reasonable terms from private sources or other Federal, State, or local programs;

(3) the amount of the loan, together with other funds available, is adequate to assure achievement of the purposes for which the loan is made;

(4) the loan bears interest at a rate not less than (A) a rate determined by the Secretary of the Treasury, taking into consideration the average market yield on outstanding Treasury obligations of comparable maturity, plus (B) such additional charge, if any, toward covering other costs of the program as the Secretary may determine to be consistent with its purposes; and

(5) the loan is repayable within not more than ten years.

(c) Of the funds appropriated for a fiscal year to carry out this Act, not more than $5,000,000 may be used for the purposes of this section.

Trainee Placement Assistance Demonstration Projects

SEC. 105. During the period ending June 30, 1970, the Secretary of Labor shall develop and carry out experimental and demonstration projects to assist in the placement of persons seeking employment through a public employment office who have

successfully completed or participated in a federally assisted or financed training, counseling, work training, or work experience program and who, after appropriate counseling, have been found by the Secretary to be qualified and suitable for the employment in question, but to whom employment is or may be denied for reasons other than ability to perform, including difficulty in securing bonds for indemnifying their employers against loss from the infidelity, dishonesty, or default of such persons. In carrying out these projects the Secretary may make payments to or contracts with employers or institutions authorized to indemnify employers against such losses. Of the funds appropriated for a fiscal year to carry out this Act, not more than $300,000 may be used for purpose of this section.

Labor Market Information and Job Matching Program

SEC. 106. (a) The Secretary of Labor shall develop a comprehensive system of labor market information on a national, State, local, or other appropriate basis, including but not limited to information regarding—

(1) the nature and extent of impediments to the maximum development of individual employment potential including the number and characteristics of all persons requiring manpower services;

(2) job opportunities and skill requirements;

(3) labor supply in various skills;

(4) occupational outlook and employment trends in various occupations; and

(5) in cooperation and after consultation with the Secretary of Commerce, economic and business development and location trends.

Information collected under this subsection shall be developed and made available in a timely fashion in order to meet in a comprehensive manner the needs of public and private users, including the need for such information in recruitment, counseling, education, training, placement, job development, and other appropriate activities under this Act and under the Economic Opportunity Act of 1964, the Social Security Act, the Public Works and Economic Development Act of 1965, the Wagner-Peyser Act, the Vocational Education Act of 1963, the Vocational Rehabilitation Act, the Demonstration Cities and Metropolitan Development Act of 1966, and other relevant Federal statutes.

(b) The Secretary of Labor shall develop and publish on a regular basis information on available job opportunities throughout the United States on a National, State, local, or other appropriate basis for use in public and private job placement and related activities and in connection with job matching programs conducted pursuant to this subsection. The Secretary is directed to develop and establish a program for matching the qualifications of unemployed, underemployed, and low-income persons with employer requirements and job opportunities on a National, State, local, or other appropriate basis. Such programs shall be designed to provide a quick and direct means of communication among local recruitment, job training and placement agencies and organizations, and between such agencies and organizations on a National, State, local, or other appropriate basis, with a view to the referral and placement of such persons in jobs. In the development of such a program, the Secretary shall make maximum possible use of electronic data processing and telecommunication systems for the storage, retrieval, and communication of job and worker information.

(c) A report on the activities and achievements under this section shall be included in the report required under section 107.

(d) Not less than 2 per centum of the sums appropriated in any fiscal year to carry out titles I, II, and III of this Act shall be available only for carrying out the provisions of subsection (b) of this section.

Manpower Report

SEC. 107. The Secretary of Labor shall make such reports and recommendations to the President as he deems appropriate pertaining to manpower requirements, resources, use, and training; and the President shall transmit to the Congress within sixty days after the beginning of each regular session (commencing with the year 1963) a report pertaining to manpower requirements, resources, utilization, and training.

INDEXES

A. Index of Contractor and Grantee Organizations

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

A

Abt Associates, Inc. 1.117, 1.118
Adult Education Center, Inc. 2.22
Agriculture, U.S. Department of, Graduate School ... 5.54
American Association for Health, Physical Education, and Recreation 1.1
American Bar Association 5.106
American Correctional Association 3.1, 3.10
American Friends Service Committee, Inc. 3.77, 3.79
American Institute of Aeronautics and Astronautics 3.47, 3.50
American Institutes for Research 4.95
American Jewish Committee 4.96
American Scholarship Association 1.22
American Society for Training and Development 2.40
American Telephone and Telegraph Company . 2.35, 2.41
American University, The 6.119
American Vocational Association 5.107
Arizona State University 5.85
Arizona, The University of 5.108
Associate Control, Research and Analysis, Inc. . 1.173, 4.1
Associates for Research 3.57, 3.60
Association for the Help of Retarded Children, New York Chapter 3.80
Atlanta University 4.85, 4.88

B

Battelle Memorial Institute 2.10
Behavior Research Institute 3.30
Beth Israel Hospital Community Service Program 1.93, 1.97
Boise Cascade Urban Development Corporation 2.30
Boston College 6.1
Boston University 4.86, 4.89
Bowdoin College 5.55
Bowling Green State University ..... 4.104, 6.86, 6.87 6.120 to 6.123
Boys Residential Youth Center 3.81
Brandeis University ..... 1.174, 2.1, 5.29, 6.2, 6.88, 6.124 to 6.126, 7.1, 7.14
Brookings Institution, The ... 1.184, 1.196, 5.67, 5.78, 5.86
Brown University 6.3
Bureau of the Census 3.44, 4.2, 4.18
Bureau of Economic Analysis 5.68
Bureau of Employment Security 5.87
Bureau of Labor Statistics 2.31, 3.82, 4.3, 4.81, 4.102, 5.30, 5.76
Bureau of National Affairs 1.185, 1.197
Bureau of Social Science Research, Inc. 1.27, 1.175, 1.186, 1.198, 1.199, 3.2, 3.3, 3.65, 4.4, 5.79, 5.88

C

California Human Resources Development Department 4.64
California Nurses' Association 2.42
California State Assembly 5.1
California State Personnel Board 1.72
California, University of, Berkeley 1.73, 1.98, 4.5, 4.22, 4.32, 4.33, 4.65, 4.90, 6.4 to 6.13, 6.89, 6.90, 6.127 to 6.132
California, University of, Los Angeles 2.32, 3.8, 3.11, 4.34, 4.97, 6.14, 6.91, 6.133, 6.134, 7.2, 7.15
Campfire Girls, Inc. 1.53
Career Development International, Inc. 1.2
Carnegie-Mellon University 4.6
Case Western Reserve University 1.176, 5.89
Catholic University of America, The 5.31
Center for Policy Research 4.7
Center for Research on the Acts of Man 3.54
Chicago Conference on Religion and Race 2.43
Chicago, The University of ..... 1.177, 2.2, 3.17, 6.15 to 6.18, 6.135
Citizen's Committee on Youth 1.54
Claremont Graduate School 4.8, 6.136, 6.137
Cleveland—Office of the Mayor 1.142, 1.148
Colorado State University 3.83, 5.2, 5.17
Colorado, University of 6.92, 6.138
Columbia University 3.66, 4.9, 4.23, 4.24, 4.35, 4.36, 4.66, 4.91, 5.69, 6.19 to 6.26, 6.93 to 6.96, 6.139 to 6.147
Cornell University 1.149, 2.37, 3.55, 3.58, 3.61, 4.67, 5.90, 6.27, 6.97, 6.148 to 6.150, 7.3, 7.16
Council on Hotel, Restaurant and Institutional Education 1.129
Council on Social Work Education 5.80, 5.91
Criminal Justice Research, Inc. 5.109

D

District of Columbia Commission on the Status of Women 3.4
Defense, U.S. Department of 3.74
Derryck Associates 5.18
Development Systems Corporation 2.3
Drake University Pre-Retirement Planning Center 1.99, 3.84
Duke University 6.28, 6.29

E

Education and Training Associates, Inc. 1.23, 1.28
Educational Computer Corporation 1.47, 1.55

Educational Testing Service 1.85, 1.100, 5.32
Employment Service, U.S. 1.115, 1.116, 1.183, 4.60
Evaluation Technology Corporation 1.3, 1.4, 1.29

F

Federation of Rocky Mountain States, Inc. 2.11
Florida State University, The 6.30, 6.151, 6.152
Florida, University of 4.37
Fordham University 1.30, 6.153

G

George Washington University, The
..... 1.5 to 1.7, 1.31, 1.32, 3.85 6.31, 6.32
Georgetown University 3.9, 3.12
Georgia State University 5.33, 5.46 6.154
Girl Scouts of the U.S.A. 1.53
Graham Associates 1.8
Greater Horizons, Inc. 3.25, 3.31
Greater Washington Central Labor Council, AFL-CIO, The
..... 2.8
Greenleigh Associates, Inc. 1.200, 5.3

H

Hartford, City of, Department of Welfare 1.119
Harvard University
3.18, 3.45, 3.51, 3.67, 4.10, 4.38, 4.68, 4.87, 4.92, 4.93, 5.70, 6.33 to 6.35, 6.98, 6.99, 6.155 to 6.158
Health and Welfare Planning Council of Memphis and Shelby County 3.68
Higher Education Development Fund 1.9
Hospital Research and Educational Trust of New Jersey
..... 1.33
Household Employment Association for Re-evaluation and Training 1.56
Household Management, Inc. 1.57
Household Technicians of Western Pennsylvania, Inc.
..... 1.48, 1.58
Houston, University of 3.86, 4.11, 5.14, 5.19, 6.36
Howard Univeristy 1.86, 1.150, 4.99
Hudson Guild, The 1.10
Human Interaction Research Institute
..... 1.11, 3.32, 5.110, 5.111
Human Resources Research Organization
..... 1.187, 1.188, 1.201, 1.202, 5 34
Humanic Designs Corporation 1.130, 1.151

I

Illinois Bureau of Employment Security 5.4, 5.20
Illinois JOBS 1.120
Illinois, University of 5.15, 5.21, 6.37, 6.159, 6.160
Indiana University Foundation
.... 1.189, 1.203, 2.12, 2.13, 4.39, 6.38, 6.39, 6.100, 6.161
Institute for Creative Studies, The 4.40
Institute of Public Administration . 1.131, 1.152, 4.12, 5.71
International Association of Fire Chiefs 1.78, 1.81
Iowa Employment Security Commission 1.121
Iowa State University of Science and Technology .. 6.162

J

Jewish Employment and Vocational Service, Inc.
..... 1.87, 1.94, 1.101
Jewish Vocational Service 3.87
Job Corp Health Unit 1.211, 1.212
Johns Hopkins University, The
..... 1.43, 1.53, 4.25, 4.41, 6.163, 6.164

K

Kansas State University 1.49, 1.59
Kansas State University of Agriculture and Applied Science
..... 6.165
Kennedy, John F., Family Service Center, Inc. 3.88
Kennedy Memorial, The Robert F. 4.42
Kentucky, The University of, Research Foundation
..... 3.19, 3.33, 5.56, 6.166
Kramer, Inc., Leo 5.35

L

Labor, U.S. Department of 1.213
League of Cities—Conference of Mayors, Inc. 3.46
Legal Resources, Inc. 1.204
Louisiana State University 3.26, 3.27, 3.34, 3.35
Loyola University 4.26, 4.43

M

Maine, University of 3.90
Manpower Science Services, Inc. 5.72, 5.73, 5.92
Maryland, University of 6.40, 6.167
Massachusetts Institute of Technology
..... 1.60, 4.70, 4.105, 6.41 to 6.44, 6.101, 6.168 to 6.172
Massachusetts, University of 4.44, 5.36, 5.37
Match Institution, The 5.38
Medical and Health Research Association of New York City, Inc. 1.154
Memphis State University 7.4, 7.17
Menswear Retailers of America 3.36
Mentec Corporation 1.95, 1.103
Metropolitan Applied Research Center, Inc. ... 3.28, 3.37
Metropolitan Cleveland Jobs Council .. 1.12, 1.144, 1.155
Michigan Employment Security Commission 5.5
Michigan State University
1.61, 1.178, 3.38, 4.45, 5.47, 5.74, 5.93, 6.45, 6.46, 6.173 to 6.175
Michigan, The University of
1.34, 1.45, 1.62, 1.63, 1.104, 1.179, 3.20, 3.56, 3.62, 3.69, 3.70, 3.91, 4.13, 4.46, 4.71, 4.98, 4.103, 4.106, 5.6, 5.22, 5.94, 5.112, 5.113, 6.47 to 6.55, 6.102 to 6.104, 6.176 to 6.182
Minneapolis Rehabilitation Center, Inc. 1.122, 1.123
Minnesota, University of 1.35, 1.156, 6.184, 6.185
Mississippi State University 5.95
Mississippi Systematic Training and Redevelopment (STAR) Project 1.112, 1.124
Mississippi, The University of 7.4, 7.17
Missouri, University of 4.27, 4.47, 7.5, 7.18
Mobilization for Youth, Inc. 1.145, 1.157, 5.7, 5.23
Montana State Employment Service 1.125

N

Nathan Associates, Inc., Robert R. 3.71, 3.92
National Academy of Sciences 4.48, 5.8
National Bureau of Economic Research, Inc.
..... 4.72, 5.48, 5.57
National Capital Area Child Day Care Association, Inc.
..... 1.88, 1.105
National Civil Service League . 1.74, 1.79, 1.83, 4.28, 4.49

National Commission on Resources for Youth, Inc. 1.13, 1.24, 1.36
National Committee for Careers in Medical Laboratories 1.89
National Committee for Children and Youth, The ... 3.13
National Committee on Employment of Youth 1.37, 1.132, 1.158
National Committee on Household Employment 1.50, 1.64
National Council on Crime and Delinquency 3.5
National Industrial Conference Board 5.96
National Institute of Mental Health 3.72
National League of Cities 1.84
National Manpower Policy Task Force ... 2.44, 3.39, 3.93, 4.50, 6.118, 6.224 to 6.226, 7.13, 7.26
National Planning Association 4.59, 5.39, 5.49, 5.58
National Restaurant Association 1.133
National Science Foundation 3.48, 3.52
National Tire Dealers and Retreaders Association ... 3.40
National Tool Die and Precision Machining Association 2.4
National Urban League, The 3.21
Nellum and Associates, A. L. 1.65, 1.106
New Careers Systems Institute, Inc. 1.34
New Jersey Department of Labor and Industry, The 1.159, 1.20, 2.28
New York City Fire Department 1.75
New York, The City University of 1.37
New York, The City University of, Research Foundation 1.135, 1.160
New York, The Research Foundation of State University of, Albany 4.82, 6.56
New York, The Research Foundation of State University of, Buffalo 2.36, 2.45
New York State Department of Labor 1.96, 1.107, 1.161, 5.50, 5.59
New York University 1.162, 4.94, 4.107, 5.40, 5.81, 5.82, 5.97, 5.98, 6.57, 6.105, 6.106, 6.186 to 6.188
Newark College of Engineering 3.41
North Carolina Agricultural and Technical College 3.94, 7.6, 7.19
North Carolina Fund 5.24
North Carolina Manpower Development Corporation 1.113, 1.126, 5.9, 5.16, 5.25
North Carolina State University 3.94
North Carolina, The University of 6.58, 6.59
North Star Research and Development Institute ..... 1.14 to 1.16, 1.38, 1.39, 1.180, 1.190, 1.205
North Texas State University 5.41, 5.105
Northeastern University 1.146, 1.163, 2.5, 2.14, 2.46, 5.114
Northern Michigan University 1.114
Northwestern University ..... 1.136, 4.14, 4.15, 6.60, 6.107, 6.189 to 6.191

O

Oak Ridge Associated Universities, Inc. 1.68
Office of Economic Opportunity 5.10
Ohio State University, The 7.7, 7.20
Ohio State University Research Foundation, The 3.59, 3.63, 4.16, 4.17, 4.29, 4.51, 5.51, 5.60, 6.61, 6.108, 6.192
OIC—Charlotte Bureau Training Programs, Inc. 4.83
Oklahoma State University 6.109, 6.193
Oklahoma State University of Agriculture and Applied Science, Research Foundation 4.52, 4.78, 4.79
Oneamerica, Inc. 3.6
Optometric Center of New York 2.37, 2.47
Oregon Board of Education 4.73
Oregon, University of 4.53 7.8, 7.21
Organizing and Supportive Association 2.33

P

Pacific Training and Technical Assistance Corporation 1.191, 1.206
Pennsylvania State University, The 1.215, 1.216, 3.73, 4.54, 5.83, 5.100, 5.101
Pennsylvania, University of 1.137, 1.181, 2.17, 2.23, 4.55, 5.42, 6.62, 6.63, 6.110, 6.194
People to People Committee for the Handicapped ... 5.11
Pittsburgh, University of 5.75
Planning Research Corp. 5.102
President's Committee on the Employment of the Handicapped 5.26
Princeton University ..... 6.64, 6.65, 6.111, 6.195 to 6.197
Puerto Rican Forum, Inc. 2.18, 2.24
Puerto Rico, Commonwealth of, Department of Labor 1.164
Purdue Research Foundation 2.9, 4.74, 4.108, 5.43, 6.198

R

Rancho Los Amigos Hospital 3.95
Recruiting Management Consultants, Inc. 3.22
Rehabilitation Center, Inc. 1.108
Rehabilitation Research Foundation 5.12, 5.27
Residential Youth Center of Downeast, Women in Community Service (WICS), Inc. 3.96
Richardson, Bellows, Henry & Company, Inc. . 1.90, 1.109
Rochester, Jobs, Inc. 2.15, 2.25
Rochester, University of 4.109, 6.66
Rutgers—The State University 1.192, 1.207, 2.19, 2.26, 3.14, 4.18

S

Sage Hill Camp, Inc. 3.97
Saint Louis University 1.17, 1.25, 1.40, 1.41, 6.67
St. Mary's Dominican College 1.66
San Diego State College 3.98
Santa Clara County Medical Society 1.165
Santa Clara, University of 2.48
Shelley and Company, Inc., E. F. 1.127, 1.138 1.166
Skill Achievement Institute 1.167
Skill Upgrading, Inc. 1.168
Skill Upgrading in Cleveland 1.169
Social Development Corporation 1.139
South Carolina Department of Corrections 3.15
Southern California, University of 1.182, 6.68
Southern Illinois University 3.7
Southern Methodist University 7.9, 7.22
Stanford University 4.19, 4.20, 4.56, 6.69, 6.112, 6.199, 6.200
Staten Island Mental Health Society 1.42
Stockton Unified School District 1.18
Stout State University 1.91
Syracuse University 6.70, 6.71, 6.201, 6.202
System Development Corporation 5.103
Systems Research, Inc. 1.19

T

Talent Assistance Program, Inc. 3.29, 3.42
Teamsters, Joint Council of 2.49

Technical Education Research Center, Inc. 2.16
Temple University 1.76, 4.30, 4.57, 5.76
Tennessee State University 2.20, 2.27
Tennessee, The University of 3.49, 3.53, 6.113, 6.203
Texas A&M University 4.31, 4.58
Texas Southern University 3.86
Texas Technological College 6.204, 6.205
Texas, The University of 3.23, 3.24, 4.84, 5.44, 6.72, 6.206
Training and Research Institute for Residential Youth Centers, Inc. 5.28
TransCentury Corporation 4.59, 5.52, 5.61
Transportation Opportunity Program, Inc. 2.38, 2.50
Trimble Associates, Inc., M. K. 1.67
Tufts University 6.207
Tulane University 6.73, 6.74

U

U.S. Atomic Energy Commission 1.46, 1.68
U.S. Civil Service Commission 1.147, 1.170
United States Research and Development Corp. 1.140, 1.171, 2.39, 2.51
Urban Institute, The 5.45, 5.62
Utah State University 3.43, 5.13, 6.208
Utah, University of 4.76, 5.77, 5.84, 5.104, 7.10, 7.23

V

Vanderbilt University 1.172, 4.61
Vera Institute of Justice 1.77, 1.80, 3.16, 3.75
Vermont, State of, Department of Employment Security 1.141
Villa Loretta School 3.99
Virginia State College 7.11, 7.24
Vocational Guidance Service 3.76, 3.100

W

Washington (D.C.) Urban League, Inc. 1.51, 1.69
Washington State Employment Security Department 1.128, 3.78, 3.101
Washington University ..... 1.193, 1.208, 6.75 to 6.80, 6.114, 6.209, 6.210
Washington, University of 6.211
Watts Labor Community Action Committee 1.20, 1.21, 1.26, 1.43
Wayne State University 1.44, 1.110, 1.111, 1.194, 1.209, 3.56, 3.62, 4.100, 5.94, 6.212
West Virginia University 4.62, 7.12, 7.25
Wichita State University 4.21
Wisconsin State Employment Service 4.60
Wisconsin, State of, Department of Industry, Labor, and Human Relations 2.6
Wisconsin, The University of 1.195, 1.210, 2.7, 2.34, 2.52, 4.63, 4.75, 4.101, 5.6[2] 5.64, 5.105, 6.81, 6.115, 6.116, 6.213 to 6.221
Women's Service Club 1.52, 1.70
Work Training Program, Inc. 1.71, 2.21, 2.28
Wright Institute, The 3.64

Y

Yale University ..... 4.80, 5.53, 5.65, 5.66, 6.82 to 6.85, 6.222, 6.223
Yonkers Public Library 4.77
YMCA of Metropolitan Chicago, The 1.92
Young Men's Christian Association 1.102
Young Women's Christian Association of the United States of America, National Board 3.102
Youth House, The 3.103
Youth Organizations United 1.214
Youth Services Agency (New York City) 2.29

B. Index of Individuals Associated with Contracts or Grants

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

A

Aaron, Benjamin 2.32, 7.2, 7.15
Abrahamson, Mark 6.71
Adams, John F. 5.33, 5.46
Adelman, Harvey M. 5.103
Adelson, Marvin 5.103
Akerlof, George 6.10
Akula, John L. 6.34
Allerhand, Melvin E. 5.89
Alpert, Ida 3.80
Alterman, Jack 5.30
Anderson, Lynn B. 1.111
Andrews, W. H. 4.39
Appelt, Judy P. 6.72
Aronson, Robert 7.3, 7.16
Aronson, Sidney 6.105
Artis, Rudolph D. 3.94
Askin, A. Bradley 6.169
Azevedo, Ross E. 6.27

B

Bachman, Jerald Graybill 3.69
Backer, Thomas E. 5.110
Ball, Joseph H. 6.95, 6.146
Barbash, Jack 5.64
Barber, G. Putnam 4.44
Barkin, Solomon 5.36, 5.37
Barlow, Melvin L. 6.91
Barnett, Samuel B. 1.85
Barocci, Thomas A. 6.117, 6.221
Baron, Reuben M. 1.110
Barth, Peter S. 6.108
Barton, Allen H. 6.19
Barton, Sam B. 5.41 5.105
Bass, Alan R. 1.110
Bast, Bernard A. 6.47
Bates, Percy 5.72
Battle, Huey J. 7.11, 7.24
Baucom, William B. 1.19
Baum, John F. 6.81
Baumol, William J. 6.65
Becker, Gary S. 6.93
Bedrosian, Hrach 4.94, 5.40
Behman, Sara 4.22, 4.33
Berg, Ivar E. 6.22
Berger, David E. 6.78
Berman, Louise 6.6
Bertcher, Harvey 5.73
Bezdek, Roger H. 6.160
Biderman, Albert D. 3.2, 3.65
Birenbaum, Arnold 3.80
Blackman, Sheldon 1.42
Blake, Nelson M. 6.70
Blakeley, Thomas J. 6.1
Blau, Francine D. 6.35
Blau, Judith R. 6.107, 6.191
Blauner, Robert 6.4
Bluestone, Barry 6.49
Bolino, August C. 5.31
Borenzweig, Herman 6.68
Borus, Michael E. 1.61, 5.93
Boskin, Michael J. 4.20, 6.130
Bowen, Donald D. 6.223
Bowlby, Roger L. 6.113
Bowles, Samuel S. 4.72
Braden, Paul V. 4.52
Brainard, William C. 6.85
Brechling, Frank 4.14
Brenner, M. Harvey 5.68
Briggs, Vernon M., Jr. 3.33
Brown, Carol A. 6.142
Brown, Thomas D. 3.44
Budde, Norbert W. 6.76
Buechner, William R. 6.99, 6.158
Buktenica, Norman A. 2.20
Bunney, William E., Jr. 3.72
Burkett, Lowell A. 5.107
Burton, John F., Jr. 6.18
Bylund, H. Bruce 3.43

C

Cain, Glen G. 6.116
Cain, Robert W. 3.48, 3.52
Cannell, Charles F. 4.46
Cargill, B. F. 4.45
Carter, Barbara Nell 6.52
Carter, Genevieve W. 1.182
Carter, William 4.40
Cavana, Gordon 1.98
Caylor, John S. 1.199
Champagne, Joseph E. 3.86
Chaplin, David 4.63
Chase, John S. 6.179
Chin, Robert 4.86, 4.89
Choldin, Harvey M. 3.38
Christenson, C. L. 4.39
Clatanoff, William B., Jr. 6.40
Cobb, Sidney 4.13, 6.54
Cobern, Morris 5.49, 5.58
Cohen, Malcolm S. 4.71, 6.48, 6.49
Cohn, Elchanan 1.215
Cohn, Jules 4.96
Conant, Eaton H. 7.8

Conner, Thomas L. 6.45
Cooke, Gerald 1.111
Cordero, Ida 2.21
Corliss, Paul K. 1.159
Corwin, Ronald D. 1.162, 6.57
Couturier, Jean J. 1.74
Cowan, Gloria 1.194, 1.209
Craft, James 5.75
Crandall, Robert W. 5.62
Crane, Donald Paul 6.154
Crossman, Edward R. F. W. 4.32
Crowder, Norville David 6.28
Cudaback, Dorothea 6.12
Cukierman, Alex 6.43

D

Dana, John 1.98
Darian, Jean C. 6.62
David, Deborah S. 6.94, 6.145
David, Henry 5.8
David, Paul A. 6.69
Davidoff, Flora 6.69
Davis, Joseph M. 4.29, 4.51
Davis, Louis E. 4.97
Decker, Floyd A. 1.84
Delehanty, George E. 4.15
Denney, Michael 6.53
Derryck, Dennis A. 2.1, 5.18, 7.14
Devlin, Laurence E. 6.135
Dhanidina, Lutaf 6.17
Diamond, Daniel E. 4.94, 5.40, 5.81, 5.97
Dickinson, Paul T. 6.79
Dixon, James 5.50, 5.59
Dixon, Vernon J. 6.65
Doctors, Samuel I. 1.136
Dodson, Dan W. 6.106
Doeringer, Peter B. 4.10, 4.92, 5.70, 6.35
Donovan, John C. 5.55
Dow, J. Kamal 4.37
Drake, Charles A. 6.175
Dreessen, Erwin A. J. 6.90, 6.132
Drew, Alfred S. 2.9
Drotning, John E. 2.36, 2.45
Dunlop, John T. 4.68, 4.87, 4.93, 6.98
Dunn, Dennis 1.91
Durand, John D. 6.62

E

Edwards, Richard 4.76
Egge, Karl 4.55
Eggertsson, Thrainn 6.108, 6.192
Ehrenberg, Ronald Gordon 4.26, 4.43, 6.189
Eichenholz, Joseph 4.40
Eichner, Alfred S. 4.36
Eisner, Robert 6.60
Ellard, Charles J. 6.36
Elliott, Charles 1.30
Elliott, Delbert S. 6.92
Emery, Margaret 7.12, 7.25
Engleman, Stephen R. 6.89, 6.129
Enos, Darryl D. 4.8
Epstein, Cynthia Fuchs 4.91
Epstein, Irwin 6.103
Erfurt, John C. 5.22
Erwin, Frank 1.90
Esser, Barbara 5.32
Etzioni, Amitai 4.7
Ewen, Robert B. 4.107

F

Falk, R. Frank 1.156
Featherman, David Lee 6.178
Feifer, Irwin 5.7
Feldman, Harold 3.58, 3.61
Feldman, Margaret 3.58, 3.61
Feldstein, Donald 6.23
Ferman, Louis A. 3.56, 3.91, 5.6, 5.94, 5.112, 6.55
Filley, Alan 6.115
Fine, Barry Dov 6.180
Finegan, T. Aldrich 4.61
Fink, Joseph 5.103
Fischer, William R. 4.60
Fisher, Alan A. 6.13
Fisher, William 1.149
Fitch, David J. 1.86
Flanagan, Robert J. 3.17, 6.128
Fleisher, Belton M. 4.16, 4.55
Florer, John H. 6.70
Folk, Hugh 6.37
Foltman, Felician F. 6.97
Forthman, Robert C. 6.131
Foster, Howard G. 4.82
Fottler, Myron D. 2.36, 2.45, 6.139
Franke, Walter 5.15, 5.21
Franklin, David 1.182
Franklin, Jack L. 6.100, 6.161
Freeberg, Norman E. 1.85, 1.100
Freeman, Evelyn L. 3.22
Freeman, Richard B. 3.51
Friedlander, Frank 5.89
Friedlander, Stanley 4.23, 4.35
Friedman, Clara 1.200
Frost, Olivia P. 6.106, 6.188
Fuller, Varden 4.50
Fusfeld, Daniel R. 6.50

G

Galchus, Kenneth Edward 6.209
Garbarino, Joseph 6.11
Garlington, Tyra S. 3.4
Garloch, Jonathan E. 6.66
Garn, Harvey A. 5.62
Gaurnier, Paul L. 1.149
Gilpatrick, Eleanor G. 1.159
Gingrich, Neil B. 4.54
Ginzberg, Eli 4.9, 4.36, 4.66, 4.83
Glaser, Edward M. 5.111
Glazer, Nathan 6.33
Glenn, Lowell M. 6.31, 6.187
Glickman, Albert S. 4.95
Gold, Martin 3.70
Goldenberg, I. Ira 3.67
Goldfarb, Robert S. 4.80, 6.84
Goldstein, Harold M. 1.146, 1.162, 5.114
Gomberg, William 6.63
Gonzalez, Joe 1.18
Gonzalez, Maria Elena 5.96
Goodale, James G. 6.86 6.122
Goodman, Leonard H. 1.27, 4.34
Goodman, Paul S. 6.16

Goodwin, Leonard H. 1.184, 1.196, 5.67, 5.78
Gordon, David 4.76
Gordon, Jesse 5.6, 5.22, 5.72, 5.73
Gordon, Kennith Glenn 6.152
Gordon, Margaret S. 4.90
Gordon, Robert A. 1.73
Gore, Susan 6.54
Gorelick, Sherry 6.22
Gottlieb, David 3.73
Graham, Gary 1.8
Graham, Robert 5.68
Gramm, Wendy Lee 6.190
Green, Christopher 3.94
Greenberg, Edward 6.78, 6.80
Greer, Joseph F., Jr. 6.67
Greer, Scott 6.107
Gubins, Samuel 6.163
Guion, Robert M. 4.104, 6.87
Gurin, Gerald 1.62, 6.102
Gutman, Herbert G. 6.66
Gwartney, James David 6.21

H

Haffner, Alden N. 2.37, 2.47
Haggard, Donald F. 1.188
Haines, John Stirling, Jr. 6.216
Hall, Robert E. 4.5
Hambleton, John Walter 6.217
Hamermesh, Daniel 4.80
Hans, Merwin 1.183
Hansen, Gary B. 5.13, 6.208
Hansen, Niles M. 5.44, 5.56
Harbison, Frederick H. 6.111
Hardin, Einar 1.61
Hargrove, Ann Hughes 1.173
Harper, Dean H. 4.109
Harris, James L. 4.52
Harris, Richard N. 6.207
Harrison, Bennett 4.28, 4.49, 6.167
Harrison, Don K. 6.102, 6.181
Hartmann, George Bruce 6.56
Hathaway, Dale E. 5.74
Haurek, Edward W. 6.159
Hausman, Leonard J. 1.174, 3.94, 5.29
Havelock, Ronald G. 5.113
Hawkins, Donald E. 1.1
Hearns, Jackie P. 1.102
Hecht, Reuben W. 4.54
Heckman, James J. 6.64
Helvey, T. Charles 3.49, 3.53
Herberg, Dorothy Mary Chave 6.176
Herrnstadt, Irwin L. 2.14, 2.50
Hiestand, Dale L. 3.39, 4.36
Hill, C. Russell 6.184
Hillsman, Sally T. 6.144
Hines, Robert J. 6.150
Hirshleifer, Jack 6.14
Hobbs, Wilbur 5.3
Hollander, Edward D. 3.92
Holmstrom, Lynda Lytle 6.125
Holt, Charles 5.45, 5.62
Holt, James S. 4.54
Honig, Marjorie Hanson 6.93, 6.143
Hopkins, Terence K. 6.20
Hopps, June 6.2
Horgan, Andrew B., III 1.84
Horowitz, Morris A. 1.146, 1.162, 2.5, 2.14, 2.50, 5.114
Howell, James Carlton 6.92, 6.138
Hubbard, Rachel M. 6.61
Hubbard, Robert Lyman 4.103, 4.106, 6.51
Huber, George P. 4.75
Hubner, Walter F. 6.115, 6.215
Huff, Stanley W. 6.111, 6.195
Hughes, David N. 1.215
Hurd, Michael D. 6.7
Hyman, Herbert 3.66

I

Iacobelli, John L. 6.206

J

Jackson, Stephanie F. 3.57
Jansyn, Leon 3.14
Jenkins, Elaine B. 3.6
Jeswald, Thomas Anthony 6.198
Johansson, Margit A. 6.19
Johnson, Douglas W. 1.189, 1.203
Johnson, Lucille L. 1.5, 1.64
Johnson, Thomas 7.9
Jones, Harold 1.21
Jones, Jane Gaudette 6.88, 6.124
Jones, Lawrence C., III 1.75
Jones, Norman 5.102
Jones, Wyatt C. 6.2, 6.88, 7.1
Jorris, Valerie 5.69
Joseph, Myron L. 4.6
Judy, Jerry N. 6.46

K

Kaba, Marvin H. 6.75
Kahn, Robert L. 1.34
Kalachek, Edward ..... 4.50, 6.75 to 6.77, 6.114
Kalcic, Dismas B. 6.80
Kaplan, Oscar J. 3.98
Kat (Katan), Joseph 6.103, 6.182
Katzell, Raymond A. 4.107
Kaufman, Harold G. 6.187
Kaufman, Jacob J. 5.100
Kehrer, Barbara Holtz 6.222
Kelley, S. C. 7.7, 7.20
Kern, Richard P. 1.187, 1.199
Kesselman, Jonathon R. 6.101, 6.172
Kidder, Alice E. 4.85, 4.88
Kidder, David E. 4.85, 4.88
Kiehl, Robert 3.41
Kim, Charles C. 4.1, 5.38
Kim, Sookon 4.29, 4.51
King, Albert S. 6.205
Kirschenbaum, Alan B. 6.202
Klausner, Samuel Z. 1.181, 3.54
Klein, Lawrence R. 5.108
Klepp, Susan 4.55
Klos, Joseph J. 6.109
Knight, Richard V. 4.36
Kobrak, Peter 6.164
Kohen, Andrew I. 4.55
Kohlhof, Eric 3.14
Konijn, Peter 6.63
Korman, Abraham K. 4.107
Korthauer, Faith 5.90
Kosters, Marvin 5.48, 5.57
Kreps, Juanita 3.93
Kruger, Daniel H. 5.47

L

Lachman, Sheldon J. ... 3.30
Lancaster, Shirley ... 3.68
Landmark, Richard M. ... 1.129
Landy, Frank J. ... 6.121
Langton, Kenneth P. ... 6.53
Laska, Shirley B. ... 6.74
Latham, Michael C. ... 3.55
Lawler, Edward E. ... 4.98
Lawson, William H. ... 6.136
Lazarsfeld, Paul F. ... 6.94
LeBold, William K. ... 4.108
Lecht, Leonard A. ... 4.59, 5.49, 5.58
Lee, Everett S. ... 4.44
Leeman, Cavin ... 1.93, 1.97
Leiberg, Leon ... 3.1, 3.10
Leiserson, Mark W. ... 6.82
Leiter, Sarah F. ... 3.89
Lenihan, Kenneth J. ... 3.3
Leone, Richard D. ... 5.76
Leontief, Wassily ... 6.99
Lerman, Robert Irving ... 6.168
Letofsky, Alan ... 1.47, 1.55
Levine, Louis ... 4.69, 5.83, 5.100
Levitan, Sar A. ... 6.32, 6.187, 7.3, 7.26
Levitin, Teresa E. ... 6.104, 6.183
Levy, Frank S. ... 6.9
Lewis, Earl ... 5.71
Lewis, H. Gregg ... 6.15
Lewis, Morgan V. ... 1.215
Leyes, Richard ... 5.18
Lieberman, Leonard ... 6.174
Liebhafsky, E. E. ... 7.5, 7.18
Light, Donald W., Jr. ... 6.126
Light, Ivan Hubert ... 6.127
Lightman, Ernie ... 6.8
Lingwood, David A. ... 5.113
Lipsky, David B. ... 2.40, 2.49
Little, J. Kenneth ... 5.63
Loewenberg, J. Joseph ... 1.76
Lowry, Darryl ... 6.10
Lucas, Robert E. B. ... 6.44

M

Macek, Albert J. ... 1.205
MacRae, C. Duncan ... 5.62
MacRae, Elizabeth Chase ... 5.62
Madden, Janice F. ... 6.29
Madian, Allan L. ... 4.12
Malone, James E. ... 5.89
Mandell, Wallace ... 1.42
Mangum, Garth L. ... 2.40, 4.76, 5.77, 5.84, 6.31, 7.10, 7.23
Marcus, Phillip M. ... 1.178
Marquis, Kent H. ... 1.45, 4.46, 4.103, 4.106
Marshall, F. Ray ... 3.19, 3.23, 3.24, 4.84
Martinez, Thomas M. ... 2.48
Mason, John D. ... 6.173
Massarik, Fred ... 4.34
Matthews, Charles V. ... 3.7
Mattila, J. Peter ... 5.51, 5.60
Maycock, Ellen ... 4.40
Mayfield, Robert C. ... 6.72
McArthur, John H. ... 3.18
McCalley, Hazel ... 1.200
McKellips, Bruce R. ... 6.82
McKinley, Bruce ... 4.73
McLennan, Kenneth ... 4.30, 4.57
McNelis, David P. ... 4.2
McPartland, Thomas S. ... 6.67
Meadow, Herman ... 5.89
Mednick, Martha T. ... 4.99
Mendelsohn, Robert A. ... 4.100
Mendes, Richard H. P. ... 6.20
Menzel, Roslyn ... 5.82, 5.90, 5.98
Merton, Robert K. ... 5.21
Meyer, Jack A. ... 3.59, 3.63, 4.55
Micklin, Michael ... 6.74
Miles, Guy H. 1.14 to 1.16, 1.38, 1.39, 1.180, 1.190, 1.205
Miljus, Robert C. ... 4.51
Miller, Ann R. ... 4.55
Miller, Arlene ... 1.195
Miller, Delbert C. ... 6.100
Miller, Glenn W. ... 4.21
Miller, Herbert S. ... 3.9, 3.12
Miller, Ira Jay ... 6.41
Miller, Joe A. ... 3.56
Miller, Paul B. ... 4.31, 4.58
Miller, Taulman A. ... 6.38
Mills, Daniel Quinn ... 4.68, 4.87, 4.93
Mincer, Jacob ... 6.24, 6.96
Mintz, Warren ... 6.105, 6.186
Mohring, Popie ... 1.35
Moncarz, Raul ... 6.151
Moore, David ... 4.67
Moore, William J. ... 6.36
Morse, Chandler ... 2.33
Morse, John Robertson ... 5.57
Moser, Collette Helen ... 6.213
Moss, William G. ... 6.9
Mott, Frank L. ... 6.3
Munger, Paul F. ... 1.189, 1.203
Munn, Norton ... 2.4
Murphy, James ... 4.29
Muse, Howard S., Jr. ... 6.58
Muth, Richard F. ... 6.78
Myers, Charles A. ... 2.44, 4.70, 6.42
Myint, Thelma D. ... 1.27

N

Nadell, Aaron B. ... 3.74
Nam, Charles B. ... 6.30
Nestel, Gilbert ... 4.55
Neto, James M. ... 4.64
Netting, Nancy S. ... 6.33
Nicholson, Edward A., Jr. ... 4.55
Nixon, Russell A. ... 6.23
North, David S. ... 4.59, 5.52, 5.61
Northrup, Herbert R. ... 1.137, 2.17, 2.23, 5.42, 6.110

O

Oaklander, Harold ... 6.140
Oaxaca, Ronald L. ... 6.197
O'Brien, Donald M. ... 1.78, 1.81
O'Brien, Gregory ... 1.176
O'Connell, Kenneth ... 1.12
Offner, Paul ... 6.196
O'Hair, James P. ... 6.71
Opton, Edward M., Jr. ... 3.64
Ornstein, Michael D. ... 4.25, 4.41
Orth, Charles D. ... 1.2

Orton, Eliot S. 6.149
Osborn, William C. 1.202
Otlewski, Robert E. 6.38

P

Palmer, Norman R. 1.9
Palomba, Catherine A. 6.162
Parker, Carl Dean 6.109, 6.193
Parker, Walter R. 3.94
Parnes, Herbert S. 4.17, 4.55
Parsons, Donald O. 4.16
Parsons, Talcott 6.34
Passell, Peter 6.26
Paul, Krishan K. 4.52
Perrella, Vera C. 3.82
Petersen, Gene 4.4, 5.79, 5.87
Pfaff, Anita B. 4.40
Pfaff, Martin 4.40
Phelps, Edmund S. 5.62
Phillips, Llad 6.155
Photiadis, John D. 4.62
Piore, Michael J. 1.60, 4.92
Porter, Ricahrd D. 4.16
Powers, Mary G. 1.30
Prasow, Paul 4.34
Prater, Robert L. 3.86
Prodell, Jeanne W. 6.61
Propman, John 1.179

Q

Quinn, Robert P. 1.34, 4.13, 4.98

R

Raines, Frederic Q. 6.79
Ralstrom, Stig Emil 6.212
Rea, Samuel A., Jr. 6.98 6.157
Reder, Melvin W. 4.19, 4.56, 6.112
Rees, Albert 6.64
Reich, Michael 4.76
Reid, William J. 1.177
Reilly, Richard R. 1.85, 1.100
Reilly, Rodney 1.143, 1.153
Reischauer, Robert D. 6.96, 6.147
Reissman, Leonard 6.73
Reitz, Jeffrey G. 6.21
Renshaw, E. F. 6.56
Renshaw, Vernon 6.170
Reubens, Beatrice G. 4.36
Reuter, Peter 6.83
Risher, Howard Wesley 6.110, 6.194
Roberts, Markley 6.119
Robinson, Howard F. 7.6
Robson, R. Thayne 5.84
Roderick, Roger D. 4.29, 4.51, 6.37
Roe, Daphne A. 3.55
Roessner, J. David 1.186
Rogers, Charles H. 3.94
Rogers, David 5.82, 5.90, 5.98
Rogers, Lawrence W. 1.213
Rogg, Eleanor Meyer 6.153
Roomkin, Myron 2.2, 6.220
Rosen, Hjalmar 1.44, 1.111
Rosenberg, Marvin 5.89
Rosenquist, Barbara Ann 6.91, 6.134
Rosenthal, Neal H. 2.31
Rossmiller, G. E. 4.45
Rostker, Bernard Daniel 6.201
Rothbaum, Melvin 5.15, 5.21
Rothman, Elizabeth Ann 6.48
Rottenberg, Simon 6.29
Roussell, Frances Cecile 6.59
Rovner-Pieczenik, Roberta 5.109
Rowan, Richard L. 2.17, 2.23, 5.42
Ruffin, Jean M. 4.34
Ruffing, Lorraine Turner 6.26
Rungeling, Brian Scott 6.166, 7.4, 7.17
Russell, Wendell 1.139

S

Sadowski, Charles 3.14
Salipante, Paul F., Jr. 6.16
Sanburn, Donald D. 2.32, 2.38, 2.50
Savage, Charles M. 6.1
Sawers, Larry Bruce 6.177
Schappi, John V. 1.185, 1.197
Schellinger, Millard H. 1.87
Schevitz, Jeffrey M. 6.5
Schiller, Bradley R. 1.191, 1.206
Schmidt, Fred H. 2.32
Schmidt, Ronald M. 4.55
Schneider, Max J. 2.42, 2.54
Scholl, Geraldine T. 6.47
Schramm, Dwayne Gene 6.133
Schriver, William R. 7.4
Schuman, Howard 6.52
Schweitzer, Stuart O. 5.62
Schwenger, Robert B. 5.54
Scoville, James G. 4.38
Seashore, Stanley E. 3.20, 4.98
Seidenstat, Paul 4.30, 4.57
Shapiro, Theresa R. 3.26, 3.27, 3.34, 3.35
Sharp, Laure M. 1.175, 4.34, 5.79, 5.87
Shattuck, Gerald M. 1.30
Shea, John R. 3.59, 3.63, 4.29, 4.51
Shepard, Jon M. 4.105
Sherman, Jerome 2.37, 2.47
Shimberg, Benjamin 5.32
Shlensky, Bertram Charles 6.171
Siegel, Jay 6.199
Siegler, Frederick Adrian 4.42
Silver, Allan A. 6.25
Singer, Benjamin D. 3.30
Single, Eric W. 6.25
Singleton, Robert 6.14
Skoler, Dan 5.106
Slifman, Lawrence 6.114, 6.210
Small, Thomas D. 1.144
Smith, David G. 1.189, 1.203
Smith, James P. 6.15
Smith, Joel 6.28
Smith, Lewis H. 6.113, 6.203
Smith, Patricia C. 6.86
Smith, Ralph E. 5.62
Smith, Robert Stewart 6.112, 6.200
Snyder, Jack H. 6.214
Solow, Robert M. 6.41, 6.43, 6.101
Somers, Gerald G. 2.7, 2.34, 2.56, 5.63, 6.81, 6.117
Sontag, Marvin 4.7
Speare, Alden, Jr. 6.3
Spellman, William Eugene 6.165

Spier, John S. 6.4
Spitz, Ruth S. 4.55
Spritzer, Allan D. 6.97, 6.148
Stanback, Thomas M., Jr. 4.36
Standing, Thomas E. 6.87, 6.123
Stapleton, Richard C. 6.204
Stebbins, Michael W. 6.11
Stephenson, Stanley P. 6.39
Stern, Louis H. 4.11
Stevens, David W. 4.78, 4.79
Stevenson, Gelvin L. 6.77
Stevenson, Mary Huff 6.50
Stiglitz, Charlotte K. 6.85
Stolzenberg, Ross M. 6.55
Strasser, Arnold 4.81
Strömsdorfer, Ernst W. 2.12, 2.13, 6.39
Sturz, Herbert 1.77, 1.80
Sugarman, Marged S. 4.64
Sullivan, Clyde E. 1.42
Sullivan, Ina 1.192, 1.207
Sultan, Paul E. 4.8
Sum, Andrew M. 6.42
Sutker, Sara Smith 4.27, 4.47
Swanson, Richard 3.7
Swerdloff, Sol 2.33
Sykes, Richard E. 1.35

T

Taggart, Robert, III 6.32, 6.118, 6.226
Tangri, Sandra S. 4.18
Taub, Elwood 5.71
Taylor, David P. 1.60
Terry, Geraldine B. 6.30
Thal-Larsen, Margaret 1.98, 4.65, 4.90
Theahan, John E. 1.44
Thomas, J. Allan 6.17
Thompson, David L. 1.190, 1.205
Thompson, Paul H. 3.45
Thurow, Lester C. 6.44
Tindall, George B. 6.58
Tobias, Jack 3.80
Tobin, James 6.83
Toby, Jackson 3.14
Toikka, Richard S. 6.116, 6.219
Tolles, N. Arnold 6.27
Tracy, Neal H. 6.59
Travis, Sophia C. 4.3
Trout, Grafton D. 3.38, 6.46
Trumble, Robert R. 6.185
Tuma, Nancy B. 6.45
Turner, Thomas L. 6.73
Tyson, Clarence Robert 6.18

U

Ullman, Joseph C. 4.74, 5.43
Ulman, Lloyd ..... 6.6 to 6.8, 6.13, 6.89, 6.90

V

Van Adams, Arvil 3.33
Vasconcellos, Tony 3.5
Vega, Anthony 2.20, 2.28
Veroff, Joseph 4.103, 4.106, 6.51, 6.104

W

Wachter, Michael L. 6.156
Wallace, Phyllis A. 3.28, 3.37
Wallace, Robert B. 6.60
Wallen, Duane 1.35
Walther, Regis H. ..... 1.5 to 1.7, 1.31, 1.32, 3.85
Walz, Garry R. 6.102
Watson, Donald A. 4.53
Weidenbaum, Murray L. 6.114
Weinstein, Paul A. 6.40
Weisskoff, Ricahrd 5.53, 5.66
Welch, Finis 5.48, 5.57
Wendel, George D. 1.17
Wertheimer, Richard F., III 5.62
Whitney, Fraine 1.35
Wilensky, Harold L. 6.5
Wilkens, Roger A. 4.55
Will, Grinton I. 4.77
Williams, J. Earl 5.14, 5.19
Williams, Lawrence A. 1.84
Wilson, T. R. 5.34
Wilson, Thomas Frederick 6.141
Wiltse, Kermit T. 6.12
Winnick, Andrew J. 6.218
Wise, Donald Eugene 6.137
Woglom, Goeffrey R. H. 6.84
Wolf, Abrahams 3.57
Wolfe, Alvin W. 4.101
Wolins, Martin 6.68
Wollack, Stephen 6.120
Wood, Donald A. 4.108

Y

Youmans, Rita L. 1.195, 1.210
Young, James S. 6.95

Z

Zeller, Frederick A. 4.55
Zellner, Harriet 6.24

C. Index of Contract and Grant Numbers

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter)

R&D Projects

R&D PROJECT NUMBER	
MDTA 9-63	1.61
MDTA 17-63	1.62
1101	1.125
1182	1.128
32-8-3027-000	1.159
41-7-002-37	5.89
41-7-004-09	1.31
41-7-006-25	1.38
41-7-007-09	1.27
41-7-008-25	1.35
41-7-009-34	1.42
41-7-010-34	1.30
41-8-001-09	1.84
41-8-002-24	1.34
41-8-003-25	1.156
41-8-004-40	1.215, 1.216
41-8-005-34	2.49
41-8-006-34	4.107
41-9-001-09	3.85
41-9-002-34	2.36, 2.45
41-9-003-34	1.149
41-9-004-23	1.146, 1.163
41-9-005-32	1.85, 1.100
41-9-006-09	4.42
41-0-001-09	3.82
41-0-002-34	1.78, 1.81
41-0-003-09	1.5, 1.32
41-0-004-34	3.[illegible], 3.37
41-1-001-27	1.14, 1.39
41-1-002-42	5.76
41-2-001-27	1.15
41-2-002-27	1.16
41-2-003-11	1.1
42-7-006-21	3.96
42-8-004-35	4.83
42-8-005-27	1.40
42-8-007-34	3.102
42-9-001-?	5.28
42-9-003-05	1.3, 1.29
42-9-004-05	1.20
42-9-005-03	1.26, 1.43
42-9-007-34	1.37
42-0-001-005	1.3, 1.29
42-0-002-05	1.20
42-0-003-34	1.22
42-0-004-7	1.23, 1.28
42-0-005-34	1.24, 1.36
42-1-003-36	1.10

R&D PROJECT NUMBER	
42-1-004-36	1.13
42-1-005-09	1.23, 1.28
42-06-71-01	1.4
42-06-71-02	1.26, 1.43
42-36-72-01	1.10
42-06-72-02	1.8
42-36-72-03	1.9
42-11-72-04	1.6
42-06-72-05	1.18
42-11-72-06	1.7
42-29-72-07	1.17
42-06-72-08	1.21
42-26-72-09	1.19
42-25-72-10	5.114
43-8-014-13	5.85
43-9-009-21	3.90
51-40-69-01	1.181
51-09-69-02	1.184, 1.196
51-09-69-03	1.198
51-05-69-04	3.64
51-24-69-05	3.56, 3.62
51-25-69-06	1.190, 1.205
51-34-69-07	3.58, 3.61
51-15-69-08	1.177
51-24-69-09	1.178
51-24-69-10	1.179
51-37-69-11	1.176
51-53-69-12	1.195, 1.210
51-24-70-01	5.72
51-09-70-02	1.186, 1.198
51-49-70-03	1.187, 1.201
51-23-70-04	4.86, 4.89
51-05-70-05	1.182
51-49-70-06	1.188, 1.202
51-24-70-07	1.194, 1.209
51-25-70-08	1.180
51-37-70-09	3.59, 3.63
51-09-70-10	1.191, 1.206
51-18-71-01	1.189, 1.203
51-36-71-02	3.55
51-25-71-03	1.174
51-36-71-04	5.81, 5.97
51-25-71-05	5.29
51-11-72-01	5.78, 5.86
51-42-72-02	3.54
51-11-72-03	1.173

R&D PROJECT NUMBER	
51-11-72-04	1.175, 1.199
51-36-72-06	5.40
51-26-72-07	5.112
51-13-72-10	5.33
71-53-70-01	4.75
71-24-70-02	4.71
71-05-70-03	4.65
71-34-70-04	4.66, 4.83
71-25-71-01	4.68
71-25-71-02	4.70
71-36-71-03	4.72
71-06-72-01	4.64
71-11-72-02	5.68
71-11-72-05	4.69
81-31-21	3.80
81-34-28	4.17, 4.29, 4.51
81-13-33	2.9
81-20-34	2.46
81-04-36	4.34
81-08-38	4.17
81-37-65-28	4.30, 4.55
81-24-66-04	1.110
81-34-66-13	5.96
81-23-66-22	4.92
81-34-66-25	4.94
81-09-66-27	4.4
81-05-66-30	4.32
81-09-66-31	2.44, 3.39, 3.93, 4.50
81-24-66-32	3.38
81-53-67-04	4.60
81-23-67-23	4.38
81-05-67-24	4.90
81-34-67-25	4.9, 4.25, 4.39
81-35-67-27	3.94
81-09-68-01	3.92
81-46-68-02	3.86
81-24-68-03	3.30
81-05-68-06	5.102
81-40-68-12	4.54
81-19-68-13	3.19, 3.33
81-46-68-16	4.31, 4.58
81-19-68-17	5.56
81-37-68-21	4.17, 4.29, 4.51
81-24-68-24	1.44
81-24-68-26	4.46
81-34-68-27	1.200
81-05-68-28	5.103
81-10-68-34	4.37
81-24-68-35	1.111
81-09-68-36	4.59
81-23-68-37	3.51
81-34-68-39	5.90
81-37-68-40	2.10
81-53-68-41	5.63
81-24-68-42	4.45
81-05-68-43	1.98
81-34-68-44	4.23, 4.35
81-24-68-45	5.47
81-34-69-02	1.162
81-32-69-03	5.32
81-40-69-06	5.100
81-15-69-07	5.15, 5.21
81-09-69-08	4.59
81-38-69-10	4.52
81-40-69-13	4.55
81-32-69-14	3.41

R&D PROJECT NUMBER	
81-37-69-15	4.17, 4.29, 4.51
81-34-69-16	5.82, 5.98
81-23-69-17	4.87, 4.93
81-38-69-19	4.78, 4.79
81-40-69-20	4.30, 4.57
81-37-69-21	4.30, 4.55
81-07-69-22	5.65
81-09-69-23	3.74
81-09-70-02	3.9, 3.12
81-09-70-03	6.224
81-34-70-04	4.7
81-47-70-05	3.43
81-40-70-06	5.83, 5.101
81-23-70-08	4.10
81-34-70-11	2.37, 2.47
81-09-70-16	5.49, 5.58
81-09-70-17	4.48
81-37-70-18	4.17, 4.29, 4.51
81-09-70-19	2.31
81-20-70-20	3.26, 3.34
81-34-70-23	5.18
81-46-70-24	3.23
81-36-71-01	4.9, 4.24, 4.36
81-42-71-02	2.17, 2.23
81-11-71-03	6.224
81-55-71-04	2.34
81-36-71-07	3.22
81-11-71-08	5.52, 5.61
81-11-71-10	3.18
81-11-71-11	5.30
81-11-71-16	4.81
81-11-71-18	4.3
81-11-71-19	4.2
81-06-72-01	1.73
81-11-72-03	6.118, 6.226
81-11-72-04	3.73
81-26-72-05	3.69
81-11-72-06	4.102
81-06-72-09	4.97
81-25-72-10	3.45
81-11-72-11	4.95
81-11-72-16	5.30
82-21-14	1.63
82-20-20	3.88
82-04-37	1.71
82-08-43	1.150
82-34-66-18	1.50, 1.64
82-34-66-25	1.145, 1.157
82-05-66-36	3.95
82-16-66-42	1.108
82-17-66-61	3.84
82-06-66-62	3.83
82-07-66-64	3.81
82-09-66-82	5.87
82-34-66-85	3.103
82-15-66-95	5.26
82-43-66-98	3.15
82-45-66-100	1.46, 1.68
82-15-67-06	1.102
82-35-67-11	5.24
82-20-67-12	1.66
82-46-67-15	5.14, 5.19
82-34-67-29	2.29
82-05-67-38	2.49
82-40-67-40	1.101
82-22-67-41	3.89

R&D PROJECT NUMBER	
82-34-67-48	1.154
82-15-67-55	3.87
82-40-67-56	1.47, 1.55
82-17-67-57	1.99
82-34-67-63	3.99
82-34-68-02	1.53
82-05-68-03	3.32
82-34-68-04	2.18, 2.24
82-34-68-07	1.161
82-15-68-08	1.102
82-34-68-09	3.16
82-09-68-10	1.65
82-34-68-15	3.13
82-09-68-18	2.8
82-34-68-19	1.167
82-24-68-20	1.104
82-23-68-27	1.52, 1.70
82-40-68-28	1.56
82-09-68-30	1.51, 1.69
82-18-68-31	1.49, 1.59
82-34-68-32	1.57
82-34-68-37	2.39, 2.51
82-46-68-42	3.76, 3.100
82-09-68-43	1.105
82-11-68-44	5.45, 5.62
82-22-68-45	1.168
82-15-68-51	2.43
82-37-69-01	1.54
82-05-60-02	2.38, 2.50
82-37-69-04	1.169
82-01-69-06	5.12, 5.27
82-45-69-09	1.46, 1.68
82-06-69-11	5.17
82-41-69-12	1.164
82-26-69-17	5.95
82-34-69-18	1.145, 1.157
82-34-69-21	5.7, 5.23
82-46-69-22	1.115
82-09-69-27	1.204
82-34-69-28	2.18, 2.24
82-34-69-30	3.25, 3.31
82-09-69-31	1.82
82-09-69-32	1.109
82-32-69-33	2.19, 2.26
82-34-69-34	1.135, 1.160
82-09-69-35	3.36
82-40-69-36	1.94, 1.101
82-09-69-37	2.8
82-34-69-41	1.134
82-34-69-44	1.131, 1.152
82-34-69-45	1.96, 1.107
82-05-69-46	1.95
82-24-69-47	5.6, 5.22
82-35-70-01	5.16, 5.25
82-23-70-02	1.93, 1.97
82-34-70-04	1.130, 1.151
82-05-70-05	1.95, 1.103
82-32-70-06	1.47, 1.55
82-09-70-07	1.88
82-51-70-09	3.78, 3.101
82-15-70-11	1.92
82-26-70-12	1.112
82-24-70-13	1.114
82-05-70-14	1.11
82-15-70-15	3.29, 3.42
82-23-70-16	1.117, 1.118

R&D PROJECT NUMBER	
82-40-70-20	1.48, 1.58
82-15-70-22	5.4, 5.20
82-24-70-23	5.73, 5.92
82-09-70-24	1.79, 1.83
82-05-70-25	5.1
82-34-70-26	1.166
82-05-70-28	1.72
82-34-70-29	1.132
82-48-70-30	1.141
82-34-70-31	1.140, 1.171
82-37-70-32	1.142, 1.148
82-34-70-33	2.15, 2.25
82-09-70-34	1.147, 1.170
82-22-70-35	1.89
82-36-71-01	3.47, 3.50
82-36-71-02	2.35, 2.41
82-37-71-04	1.113, 1.126
82-11-71-05	1.67
82-11-71-06	5.79, 5.88
82-36-71-07	5.7
82-11-71-08	5.39
82-36-71-09	3.75
82-25-71-10	2.16
82-11-71-11	5.71
82-11-71-13	5.10
82-11-71-14	1.211
82-11-71-15	1.212
82-11-71-16	5.38
82-36-71-17	5.71
82-48-71-18	4.84
82-17-71-19	1.133
82-49-71-20	5.84, 5.104
82-25-71-21	2.5
82-11-71-22	3.46
82-11-71-23	5.11
82-18-71-24	2.13
82-11-71-25	1.139
82-42-71-26	5.42
82-04-71-27	5.108
82-11-71-28	3.48, 3.52
82-18-71-29	2.12
82-11-71-30	3.44
82-55-71-31	2.7
82-11-71-32	5.35
82-11-71-33	1.214
82-29-71-34	1.25, 1.41
82-36-71-35	3.21
82-25-71-36	2.1
82-11-71-37	5.107
82-48-71-38	3.24
82-25-71-39	2.14
82-17-71-40	2.2
82-26-71-41	5.5
82-11-71-42	3.71
82-36-71-43	5.3
82-26-71-44	5.74
82-11-71-45	3.3
82-25-71-46	1.2
82-37-71-47	5.9
82-17-71-48	2.3
82-36-71-49	1.138
82-11-71-50	2.30
82-36-72-01	1.75
82-11-72-02	5.106
82-41-72-03	4.73
82-26-72-04	5.113

R&D PROJECT NUMBER	
82-47-72-05	1.46
82-11-72-06	1.116
82-08-72-07	5.2
82-42-72-08	1.87
82-39-72-10	1.144, 1.155
82-11-72-11	2.4
82-11-72-12	1.88
82-24-72-13	3.72
82-11-72-15	1.90
82-11-72-17	7.13, 7.26
82-11-72-20	1.185, 1.197
82-39-72-21	4.17
82-25-72-24	1.213
82-11-72-26	4.1
82-11-72-27	1.183
87-15-66-04	1.120
87-26-66-09	1.112, 1.124
87-25-66-13	1.122
87-07-66-14	1.119
87-17-67-02	1.121
87-35-68-06	1.126
87-34-69-01	1.127
87-25-69-02	1.123
88-11-72-01	3.6
88-47-72-02	3.68
89-11-71-01	3.1, 3.10
89-17-71-03	3.7
89-24-72-02	3.1, 3.10
92-6-67-14	3.97
92-05-68-02	2.42
92-20-68-07	2.22
92-45-68-08	1.172
92-05-68-10	1.165
92-34-69-08	1.158
92-09-69-09	3.40
92-15-69-22	5.4, 5.20
92-22-69-24	1.143, 1.153
92-32-70-01	1.33
92-45-70-03	2.20, 2.27
92-53-70-04	5.105
92-09-70-05	1.106
92-40-70-09	3.57, 3.60
92-05-70-11	3.77, 3.79
92-53-70-12	1.91
92-34-70-13	5.80, 5.91

R&D PROJECT NUMBER	
92-34-70-14	1.192, 1.207
92-27-70-15	1.193, 1.208
92-34-70-16	5.69
92-53-70-17	2.6
92-06-71-01	2.22, 2.30
92-17-71-02	1.136
92-47-71-03	3.49, 3.53
92-06-71-04	3.8, 3.11
92-25-71-05	3.67
92-39-72-01	1.12
92-36-72-02	1.80
92-25-72-03	5.70
92-06-72-04	2.32
92-11-72-05	3.4
92-48-72-06	5.44
92-06-72-07	5.110
92-18-72-08	5.43
92-36-72-09	2.33
92-13-72-10	5.46
92-36-72-12	1.77
92-11-72-13	1.74
92-06-72-14	4.8
92-51-72-15	5.34
92-49-72-16	5.77
92-42-72-17	1.76
92-25-72-18	5.109
92-36-72-19	5.50, 5.59
92-11-72-20	5.67
92-11-72-21	5.8
92-36-72-23	4.96
92-49-72-24	5.13
92-11-72-25	1.129
92-42-72-26	1.137
92-06-72-27	5.111
92-36-72-28	4.12
92-42-72-29	5.75
92-36-72-30	4.77
92-08-72-31	2.11
92-11-72-32	3.5
92-26-72-33	5.73
92-42-72-34	4.6
92-26-72-35	4.98
92-11-72-36	5.45, 5.62
92-24-72-37	3.1, 3.10

Grants

GRANT NUMBER

31-23-70-01 ..... 7.1, 7.14
31-34-70-02 ..... 7.3, 7.16
31-45-70-03 ..... 7.4, 7.17
31-35-70-04 ..... 7.6, 7.19
31-37-70-05 ..... 7.7, 7.20
31-46-70-06 ..... 7.9, 7.22
31-05-70-07 ..... 7.2, 7.15
31-27-70-08 ..... 7.5, 7.18
31-39-70-09 ..... 7.8, 7.21
31-47-70-10 ..... 7.10, 7.23
31-49-70-11 ..... 7.11, 7.24
31-52-70-12 ..... 7.12, 7.25
91-24-66-03 ..... 5.94
91-05-66-09 ..... 6.14
91-53-66-10 ..... 6.213
91-24-66-14 ..... 6.212
91-23-66-16 ..... 6.155
91-34-66-18 ..... 6.105, 6.186
91-32-66-20 ..... 6.111, 1.195
91-53-66-27 ..... 6.214
91-24-66-30 ..... 5.93
91-34-66-31 ..... 6.139
91-16-66-32 ..... 4.39
91-34-66-37 ..... 6.140
91-39-66-38 ..... 4.53
91-34-66-48 ..... 4.109
91-15-66-52 ..... 6.159
91-05-66-53 ..... 4.56
91-23-66-55 ..... 4.44
91-23-66-59 ..... 6.88 6.124
91-53-66-69 ..... 6.115, 6.215
91-37-66-71 ..... 4.104
91-53-67-16 ..... 6.213
91-05-67-18 ..... 6.14
91-45-67-19 ..... 4.61
91-24-67-21 ..... 6.176
91-24-67-26 ..... 6.212
91-34-67-28 ..... 6.105, 6.186
91-07-67-38 ..... 6.222
91-37-67-39 ..... 4.104
91-16-67-40 ..... 4.39
91-23-67-41 ..... 1.60
91-34-67-44 ..... 6.141
91-23-67-45 ..... 6.88, 6.124
91-23-67-52 ..... 6.155
91-34-67-53 ..... 4.109
91-24-67-56 ..... 3.91
91-34-67-58 ..... 3.66
91-05-67-61 ..... 4.22, 4.33
91-24-68-01 ..... 6.173
91-34-68-03 ..... 6.201
91-05-68-04 ..... 6.4
91-05-68-05 ..... 6.127
91-52-68-10 ..... 4.62
91-34-68-12 ..... 6.97, 6.148
91-16-68-13 ..... 6.38
91-34-68-14 ..... 6.149
91-35-68-15 ..... 6.23
91-32-68-19 ..... 6.196
91-34-68-20 ..... 6.142
91-24-68-22 ..... 6.174
91-22-68-23 ..... 6.163
91-46-68-24 ..... 6.206
91-34-68-26 ..... 4.91
91-23-68-27 ..... 5.36

GRANT NUMBER

91-34-68-28 ..... 6.93, 6.143
91-24-68-29 ..... 4.100
91-05-68-32 ..... 3.98
91-53-68-33 ..... 5.64
91-05-68-34 ..... 4.56
91-16-68-36 ..... 4.108
91-46-68-38 ..... 5.105
91-24-68-41 ..... 3.70
91-34-68-42 ..... 6.202
91-24-68-44 ..... 6.176
91-23-68-45 ..... 6.125
91-23-68-46 ..... 6.126
91-34-68-47 ..... 6.144
91-46-68-48 ..... 4.11
91-05-68-49 ..... 6.136
91-47-68-52 ..... 6.208
91-24-68-53 ..... 6.212
91-51-68-54 ..... 6.211
91-20-68-55 ..... 6.73
91-05-68-56 ..... 6.199
91-23-68-57 ..... 6.156
91-34-68-58 ..... 6.153
91-07-68-59 ..... 6.82
91-19-68-60 ..... 6.166
91-05-68-70 ..... 6.128
91-34-68-71 ..... 6.150
91-05-68-72 ..... 2.48
91-32-68-74 ..... 3.14
91-24-68-75 ..... 6.177
91-15-68-76 ..... 6.135
91-23-68-77 ..... 6.168
91-05-69-01 ..... 6.5
91-23-69-02 ..... 6.169
91-53-69-03 ..... 4.63
91-24-69-04 ..... 4.18
91-53-69-07 ..... 6.216
91-05-69-08 ..... 6.133
91-53-69-09 ..... 6.217
91-27-69-10 ..... 6.209
91-34-69-11 ..... 6.94, 6.145
91-24-69-12 ..... 6.45
91-24-69-13 ..... 6.178
91-24-69-14 ..... 6.179
91-46-69-15 ..... 6.204
91-37-69-16 ..... 6.120
91-37-69-17 ..... 6.121
91-34-69-18 ..... 6.93, 6.143
91-34-69-19 ..... 6.142
91-23-69-20 ..... 5.37
91-46-69-21 ..... 6.205
91-05-69-22 ..... 6.137
91-34-69-23 ..... 6.187
91-27-69-24 ..... 6.75
91-24-69-25 ..... 6.46
91-34-69-26 ..... 6.70
91-22-69-27 ..... 6.164
91-25-69-29 ..... 6.184
91-34-69-30 ..... 4.67
91-09-69-31 ..... 3.65
91-10-69-32 ..... 6.151
91-11-69-33 ..... 4.85, 4.88
91-23-69-34 ..... 4.105
91-15-69-35 ..... 6.60

GRANT NUMBER

91-17-69-36 ..... 6.162
91-23-69-37 ..... 6.207
91-27-69-38 ..... 6.76
91-23-69-39 ..... 6.170
91-15-69-40 ..... 6.189
91-53-69-41 ..... 6.218
91-21-69-43 ..... 5.55
91-34-69-44 ..... 6.144
91-53-69-45 ..... 6.116, 6.219
91-07-69-46 ..... 6.223
91-24-69-47 ..... 4.18
91-07-69-48 ..... 4.80
91-24-69-49 ..... 6.175
91-34-69-50 ..... 6.19
91-15-69-51 ..... 6.37
91-05-69-53 ..... 6.89, 6.129
91-05-69-54 ..... 6.130
91-05-69-55 ..... 6.199
91-47-69-64 ..... 4.76
91-27-69-65 ..... 6.114, 6.210
91-32-69-66 ..... 6.64
91-34-69-67 ..... 6.27
91-32-70-01 ..... 6.197
91-53-70-02 ..... 2.52
91-09-70-03 ..... 4.40
91-34-70-05 ..... 6.94, 6.145
91-34-70-06 ..... 6.20
91-15-70-07 ..... 4.14
91-53-70-08 ..... 6.81
91-34-70-09 ..... 6.21
91-34-70-10 ..... 6.22
91-23-70-11 ..... 6.41
91-15-70-12 ..... 4.15
91-05-70-13 ..... 6.6
91-24-70-14 ..... 6.47
91-24-70-15 ..... 4.103, 4.106
91-11-70-16 ..... 6.154
91-18-70-17 ..... 6.165
91-15-70-18 ..... 6.190
91-22-70-19 ..... 6.167
91-53-70-20 ..... 6.220
91-27-70-21 ..... 6.77
91-05-70-22 ..... 6.131
91-23-70-23 ..... 6.171
91-23-70-24 ..... 6.98, 6.157
91-10-70-25 ..... 6.152
91-16-70-26 ..... 6.198
91-34-70-27 ..... 6.23
91-05-70-28 ..... 6.91, 6.134
91-09-70-29 ..... 6.119
91-20-70-30 ..... 3.27, 3.35
91-38-70-31 ..... 6.109, 6.193
91-40-70-32 ..... 6.110, 6.194
91-22-70-33 ..... 6.40
91-37-70-34 ..... 6.108, 6.192
91-46-70-35 ..... 6.72
91-09-70-36 ..... 4.99
91-05-70-37 ..... 4.5
91-06-70-38 ..... 6.92, 6.138
91-34-70-39 ..... 6.95, 6.146
91-53-70-40 ..... 2.40
91-32-70-41 ..... 6.65
91-05-70-42 ..... 6.7
91-34-70-43 ..... 6.96, 6.147
91-05-70-44 ..... 4.19
91-15-70-45 ..... 6.107, 6.191

GRANT NUMBER

91-05-70-46 ..... 6.68
91-15-70-47 ..... 6.160
91-05-70-48 ..... 6.112, 6.200
91-24-70-49 ..... 6.180
91-24-70-50 ..... 6.48
91-24-70-51 ..... 6.49
91-27-70-52 ..... 6.78
91-37-70-53 ..... 6.86, 6.122
91-40-70-54 ..... 6.62
91-37-70-55 ..... 6.61
91-24-70-56 ..... 6.102, 6.181
91-24-70-57 ..... 6.103, 6.182
91-34-70-58 ..... 5.48, 5.57
91-25-70-59 ..... 6.185
91-23-70-60 ..... 6.33
91-09-70-61 ..... 5.54
91-34-70-62 ..... 6.24
91-34-70-63 ..... 6.19
91-24-71-01 ..... 4.25, 4.41
91-34-71-02 ..... 4.18
91-09-71-03 ..... 5.53, 5.66
91-25-71-04 ..... 6.2
91-11-71-05 ..... 4.28, 4.49
91-26-71-06 ..... 3.20
91-06-71-07 ..... 6.8
91-25-71-08 ..... 6.34
91-06-71-09 ..... 6.9
91-47-71-10 ..... 6.113, 6.203
91-39-71-11 ..... 6.87, 6.123
91-36-71-12 ..... 6.106, 6.188
91-36-71-13 ..... 6.57
91-25-71-14 ..... 6.42
91-06-71-15 ..... 6.90, 6.132
91-26-71-16 ..... 6.50
91-17-71-17 ..... 6.15
91-06-71-18 ..... 6.10
91-25-71-19 ..... 6.101, 6.172
91-11-71-20 ..... 6.31
91-26-71-21 ..... 6.104, 6.183
91-17-71-22 ..... 6.16
91-36-71-23 ..... 6.25
91-25-71-24 ..... 6.35
91-06-71-25 ..... 6.68
91-17-71-26 ..... 4.26, 4.43
91-06-71-27 ..... 6.69
91-09-71-28 ..... 6.83
91-29-71-29 ..... 4.27, 4.47
91-06-71-30 ..... 6.6
91-06-71-31 ..... 6.11
91-11-71-32 ..... 3.2
91-06-71-33 ..... 6.7
91-39-71-34 ..... 6.108, 6.192
91-18-71-35 ..... 6.100, 6.161
91-29-71-36 ..... 6.79
91-17-71-37 ..... 6.17
91-25-71-38 ..... 6.1
91-06-71-39 ..... 6.12
91-11-71-40 ..... 1.86
91-36-71-41 ..... 4.82
91-09-71-42 ..... 6.84
91-39-71-43 ..... 4.16
91-39-71-44 ..... 5.51, 5.60
91-36-71-45 ..... 6.66
91-26-71-46 ..... 6.51
91-26-71-47 ..... 6.52
91-17-71-48 ..... 6.18

GRANT NUMBER	
91-25-71-49	6.99, 6.158
91-29-71-50	6.67
91-44-71-51	6.3
91-36-71-52	6.71
91-12-71-53	6.30
91-18-72-02	6.39
91-55-72-03	6.117, 6.221
91-22-72-04	6.74
91-48-72-05	6.36
91-20-72-07	4.21
91-25-72-09	6.43
91-48-72-10	5.41
91-26-72-11	6.53
91-26-72-12	1.45
91-36-72-13	6.26
91-37-72-14	6.58
91-37-72-15	6.59
91-06-72-16	6.8

GRANT NUMBER	
91-25-72-17	6.44
91-25-72-18	6.34
91-18-72-19	4.74
91-11-72-20	6.32
91-06-72-21	6.13
91-26-72-22	6.54
91-26-72-23	4.13
91-26-73-24	6.55
91-11-72-25	5.31
91-37-72-26	6.29
91-55-72-27	4.101
91-06-72-28	4.20
91-09-72-29	6.85
91-29-72-30	6.80
91-36-72-31	6.56
91-17-72-32	3.17
91-42-72-33	6.63
91-36-72-34	6.24

D. Index of Research Subjects

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

A

Adjustment
- Job Loss 4.13
- Job Loss, Role of Social Support 6.54
- Migrant Fruit Picker 6.105, 6.186
- Rural to Urban Migration 4.50
- Transition from Welfare to Independent Status . 1.181
- Transition of WIN Participants to Work Force 1.186, 1.198
- Welfare Recipients, to Work Status 3.57, 3.60
- Work Instability in Space and Defense Industry .. 6.5

Administration
- Welfare Recipient Services, Priorities 1.174
- WIN 1.183
- WIN, Education of Professional Staff 1.178
- WIN, Team Staffing 1.187, 1.201
- WIN Program 1.191, 1.206

Administrative Jobs
- Training Program for Girls 1.53

Adult Education
- Community Program, Worker Participation 2.19, 2.26
- MDTA Program 6.220
- Participation and Occupational Mobility 6.135

Advanced Education
- Effects on Inservice Teacher 6.140

Aerospace Industry 7.2
- Effect of Federal Finding 4.9
- Job Patterns 4.34
- Work Instability Effect on Skilled Workers 6.5

AFDC (Aid to Families with Dependent Children)
- Decision to Enroll in WIN 1.176, 1.177, 1.179

Age Differences
- Changing Labor Force Participation 6.7
- Labor Force Participation, Men and Youth 4.16

Agriculture
- American Agrarian Movement 6.66

Alcoholic
- Public Service Employment 1.77, 1.80
- Supported Employment 3.75
- Vocational Resource Center 3.78, 3.101

Alienation
- Hardcore Unemployed, Company Training Programs 6.91, 6.134, 7.1
- Technology and Division of Labor 4.105
- Youth, Flexible Training 5.111

Alien Workers
- Labor Certification Program 5.52, 5.61
- Mexican Commuter, Apparel Industry 6.166
- Mexicans, Work in U.S. 4.59

American Indian
- NYC Rural Projects in Southwest U.S. 1.16
- Occupational Mobility 6.174
- Social Cooperatives and Economic Development 6.26
- Urban Manpower Services 5.9
- Vocational Success Factors 3.43

Appalachia Region 7.12
- Migration to Cleveland, Social Aspects 4.62
- Training for High Paid Skill Jobs 1.46, 1.68

Apparel Industry
- Mexican Alien Commuter 6.166

Apprenticeship
- Center Development, Interagency Cooperation ... 2.7
- Construction, to Journeyman Status 2.8
- Construction Trades, for Negroes in South 3.26, 3.27, 3.35
- Construction Trades, Pre-Apprenticeship for Youth 2.9
- Dropouts, Characteristics 6.117, 6.221
- Entry into Construction Unions 4.84
- Individualized Training Method 2.3
- Instruction Methods 2.5
- Machinist 2.4
- Pipe, Printing, Machinist, Tool and Die Maker Trades 2.9
- Pre-apprenticeship Training, Construction 6.119
- Selection and Retention 2.1
- Women, in Trades 2.6

Assessment and Testing
- and Counseling the Disadvantaged, Review of Techniques 5.110
- Work-Sample, Job Training Enrollee 1.94, 1.101

Assimilation
- Mexican Americans, in Michigan Cities 6.46

Attitudes
- Alienation and New Vocations 3.77, 3.79
- College Youth, toward Work 3.73
- Commitment to Organization 6.100, 6.161
- Concentrated Employment Program Dropouts 1.215, 1.216
- Future, Job Trainees 6.51
- Hard-Core Unemployed, Company Training Programs 6.91, 6.134
- Job Corps Enrollees and Staff toward Drug Abuse 1.212
- Manpower Program Trainees 6.86, 6.122
- National Survey of MDTA Trainees 1.62
- Negro Professionals in Industry 3.22
- Welfare Recipients, Long vs. Short Term 1.190, 1.205
- Work 4.96

Automation
- Job Patterns, Aerospace Industry 4.34

Automobile Mechanic
- Job Training 2.39, 2.50
- Vocational Education 2.10

B

Banking
New Careers 1.162
Behavior Modification
Corrections Institution, Manpower Laboratory 3.7, 3.15
Behavioral Factors
Employability of NYC Enrollees 1.35
Behavioral Training
Ex-Offenders and Others, Social Reinforcement 1.95, 1.103
Biographical Information
Prediction of Job or Training Tenure 1.90, 1.109
Blind
Occupational Choice, Racial Differences 3.66
Bookkeeper
Vocational Education 2.10
Bracero Labor
California Farm Labor Market 6.137
Britain
Manpower Policy 5.55
Bureaucracy
Implementation of Manpower Policy 6.95, 6.146
Business
Executives Aid JOBS Program 1.12
New Businesses and Labor Market in City 4.30, 4.56
Office Culture 3.102
Volunteer Programs, Jobs for Disadvantaged 1.11
Business Administration
Minority Students at Harvard 3.18

C

California
Public Service, Entry Level Jobs and Career Ladder 1.72
Canada
Military Volunteer Recruitment 6.8
Career Attitudes
College Students toward Science and Engineering 6.21
Career Education
Telecast by NASA Satellite 2.11
Career Information Center
State-Wide, for Manpower Agencies and Schools 4.73
Career Ladders
Food Service 1.149
Household Service 1.48, 1.56, 1.58
Housekeeper in Lodging and Public Health Industry 1.129
Nursing, Work-Study to Licensure 1.154
Optometry, Technician Training 2.37, 2.47
Public Service, California 1.72
Public Human Services Agencies 5.14, 5.20
Career Mobility, Occupational Achievement
Personal and Social Factors 6.71
Career Pattern
Blacks, Move to Suburbs 4.27, 4.47
Blacks and Whites 4.25, 4.41
Clinical Laboratory Occupations 6.198
Frequent Job Change Workers 5.2
Husbands and Wives 6.125
Low Wage Job Welfare Recipients 3.56
Married Teachers, Labor Supply 6.190
Men and Women Scientists and Engineers 6.94, 6.145
Migrant Fruit Picker 6.105, 6.186
Navajo High School Graduates 3.43
Professionals and Graduate Students 4.36
School Teachers 7.3
Whites vs. Nonwhites 6.211
Women Physicians 6.86, 6.124
Women Social Workers 6.176
Carpenters
Homebuilding, Worker Productivity 4.22, 4.33
Certification
Alien Workers 5.52, 5.61
Chef/Cook
Vocational Education 2.10
Child Care
Inner City Services 5.14, 5.20
Chinese American
Self-Employment and Social Welfare, 1900–1940 6.127
Citrus Industry
Mechanization and Demand for Labor 4.37
City
Public Service Employment for Disadvantaged .. 1.84
Clerical Workers
Small Labor Market 6.111, 6.195
Temporary Help, Labor Market, 1953–1960 ..... 6.112, 6.200
Vocational Education 2.10
Clinical Laboratory Occupations
Career Patterns 6.198
Coal Mining
Health and Safety Legislation and Support Services 5.35, 7.1
Manpower and Technology 4.39
College
Alienation and New Vocations 3.77, 3.79
Attendance, Factors in 6.159
Disillusionment with Science and Engineering .. 6.21
Entrance, without High School Diploma 6.23
Human Resources Program 5.15, 5.21
Manpower Program and Community 5.13
NYC in Community Colleges for Out-of-School Enrollees, Evaluation 1.6, 1.31
NYC, Entrance Preparation 1.37
NYC, Entrance Program 1.9
NYC, Evaluation of Out-of-School Community College Programs 1.5, 1.32
NYC High Schoolers in Community Colleges 1.3, 1.29
NYC Out-of-School Enrollees in Community Colleges 1.4
Preparatory Program for Disadvantaged 6.33
Reduced Research Funding 6.19
Survey of Graduates, Job Related Problems 4.3
Youth Attitudes toward Work 3.73
Community
Continuing Education, Worker Participation 2.19, 2.26
Corrections and Employment, vs. Incarceration 3.5, 3.8
Information, Manpower Programs 5.13, 5.19
Participation, Watts NYC Program 1.20
Resources for Manpower Program Development 5.94
Role in Manpower Development 5.24
CEP—Concentrated Employment Program
Employability Development Teams 5.76
Conference
Manpower, Doctoral Candidates 6.118, 6.224 to 6.226
Construction Industry
Apprenticeship to Journeyman Status 2.8
Employment Information Service 4.68
Homebuilding, Employer Practices 4.82

Homebuilding, Worker Productivity 4.22, 4.33
Integration, Voluntary Action Plans 6.18
Manpower Projections and Training Adjustments 4.87, 4.93
Minority Employment, Affirmative Action Plans 5.42
Negroes in the South 3.25
Negroes in South, Apprenticeship .. 1.198, 3.21, 3.27
Pre-Apprenticeship for Youth 2.8
Pre-Apprenticeship Program 6.119
Training for Minorities, Self-Help Modular Home 2.33
Vocational Education 2.10
Cooperatives
American Indian, Economic Development 6.26
Corrections
Community Based, vs. Incarceration 3.5, 3.8
Employment Services and Half Way House 3.15
Manpower Laboratory 5.12, 5.28
Manpower Programs 5.27, 5.109
Manpower Requirements 5.49, 5.58
Pre-Trial Intervention, Employment Service 3.16
Cost-Benefit Analysis
of Retraining Programs 1.61
Credentials
Nursing Career Ladder, Work-Study 1.54
Counseling
Behavioral Training of Ex-Offenders in Job Program 1.95, 1.103
Ethnic Match with Counselors, Manpower Trainees 6.102, 6.181
Group Techniques 3.70, 5.23
Juveniles, Probation Officers vs. Volunteers 6.92, 6.138
Low-Income Employees 1.93, 1.97
Methods of Assessing the Disadvantaged 5.110
Negro Teenage Girls, Work Orientation ... 3.28, 3.37
NYC Out-of-School Enrollees, Assessment 1.85
Placement, Agencies and Schools 1.98
Pre-Retirement Planning 1.99
Self-Image of Job Trainee 1.110
Crime and Offenders
Alternatives to Incarceration 3.5, 3.8
Employment Services and Half Way House 3.15
First Offenders, Pre-Trial Intervention 3.13
Pre-Trial Intervention, Employment Service 3.16
Women, Rehabilitation 3.4, 3.6
Criminal Justice
Manpower Programs 5.109
Manpower Requirements 5.49, 5.58
Pre-Trial Intervention, Employment Services 3.13, 3.16
Cubans
Refugees, Occupational Adjustment, New York City 6.153
Skilled Workers 6.151

D

Day Care Center
Employer-Sponsored, and Employee Stabilization 1.88, 1.105, 1.106
Work Experience for NYC Enrollees 1.13
Dental Assistant
Vocational Education 2.10
Dental Hygienists
Training and Demand 6.76
Depressed Areas
Labor Markets 6.78
Population Characteristics, Migration 6.10
Developing Countries
Manpower Policy and Programs 5.36
Disadvantaged Workers
Employment and Self Image 6.68
Expectations of Management 6.205
Discrimination
Age, Involuntary Retirement 4.81
Employment, Appraisal of Research 3.39
Employment Practices in South, White vs. Non-White View 4.85, 4.88
Hiring and Promotion, Structured vs. Informal Organizations 6.52
Licensing Practices, Nonprofessional Occupations 5.32
Negro Employment Patterns in the South . 3.19, 3.33
Negro Professional in Industry 3.22
Nonwhite Teenagers 6.77
Race and Sex, from Advantaged Jobs 4.9
Racial, vs. Qualification Differentials 6.63
Returns to Education, Negroes 6.55
Sex, Labor Market Models 6.29
Sex, Private Efforts to Get Federal Action 6.70
Unemployment in Urban Core 4.23, 4.35
White Collar Jobs 3.21
White-Nonwhite, Hiring Practices 6.22
Women in the Professions 4.91
Dropouts
Apprenticeship Programs 6.117, 6.221
Concentrated Employment Program 1.215, 1.216
High School, Negro 3.85
High School, Work Experience and Career Exploration 2.12
Industrial Education Programs 6.215
Manpower Programs, Nutrition and Health 3.55
WIN 1.182
Work Education Programs 2.15
Drug Addiction and Abuse 5.7, 5.24
Business Practices and Role in Rehabilitation ... 3.67
Control and Prevention, in Residential Manpower Program 1.211, 1.212
Public Service Employment 1.77, 1.80
Supported Employment 3.75
Vietnam Veterans 3.72

E

Economics Development
Developing Countries, Manpower Policy 5.38
Ghetto Negro Corporations 6.2
Investment Priorities in Urban Black Communities 6.65
Labor Market Fluctuations 5.29
Michigan, Role of Education 6.179
Nonmetropolitan Growth Areas, Manpower Policy 5.44
Puerto Rico, Employment and Income Model 5.53, 5.66
State, and Employment Expansion 4.36
Urban Areas 5.62
Economic Indicators 5.65
Economic Planning
Relation to Human Resources 4.9, 4.36
Economic Policy
Inflation and Size Distribution of Income 6.83
Interrelationship with Manpower Policy 5.37
Trade Unions 5.64

Economy
Business Fluctuations and Labor Force Participation ... 6.141
Demand for Goods and Services, and Manpower 6.160
Education ... 7.1
Attainment and Retention in School ... 4.51
Community Continuing Education, Worker Participation ... 2.19, 2.26
Discriminatory Returns for Negroes ... 6.55
Formal vs. Occupation-Related Education ... 5.31
High School, Effect of Career Exploration ... 2.12
Labor Force Participation of the Poor ... 5.62
Michigan, Role in Economic Development ... 6.179
Elasticity of Substitution
Capital and Types of Labor ... 6.75
Residual, Manpower Theory and Practice ... 6.201
Sex Discrimination Models ... 6.29
Electric Power Industry
Training Programs, Survey ... 2.31
Employability
Correctional Institution Inmates, Services ... 3.1, 3.10
Criminal Record Effect ... 3.9, 3.12
Drug Abuse, Vietnam Veterans ... 3.72
Health as Factor, Poverty ... 3.55
NYC Enrollees, Behavioral Factors ... 1.35
Overindebtedness and Garnishment, WIN 1.195, 1.210
Training Teams, WIN ... 1.189, 1.203
Visually Impaired, Job Readiness ... 6.47
WIN, Orientation Training ... 1.188, 1.202
Employer Practices
Apprenticeship Program Change Recommendations 2.2
Attitudes toward Training the Disadvantaged .. 6.206
Effective Utilization of Disadvantaged Employees ... 1.92, 1.102
Entry into Construction Unions ... 4.84
Homebuilding Industry ... 4.82
Incentives for Upgrading ... 1.131
Management Hiring of Disadvantaged ... 6.22
Policy Changes in Changing Labor Market ... 4.90
Role in Rehabilitation of Drug Addict Employee 3.67
Services, in State Employment Service ... 5.3
South, White vs. Nonwhite View ... 4.85, 4.88
Sponsored Day Care, Employee Stabilization ... 1.88, 1.105, 1.106
State Employment Service ... 5.18
Survey on Hiring the Disadvantaged ... 5.2
Tax Credit, of WIN Enrollees ... 1.175
Transition by WIN Participants to Work Force ... 1.186, 1.198
of WIN Participants, Tax Credits ... 1.185, 1.197
Employment
Context, Disadvantaged Workers ... 1.198
Economic Development Model, Puerto Rico ... 5.53, 5.66
Effect of Federal Programs and Policies ... 5.30
Effect of Manpower Programs and Policy ... 5.29
Housing Segregation ... 6.9
Negroes, and Income Tradeoff ... 6.41
Overtime and Short-Run Employment ... 6.189
Self Image ... 6.68
Sex Differences ... 6.35
Employment Patterns
Negroes in the South ... 3.19, 3.33
Employment Services
Alcoholics ... 3.78, 3.101
Employer Services ... 5.3
Executive Order, Federal Agency Job Listing ... 5.43
Ex-Prisoners, and Recidivism ... 3.3
Handicapped ... 1.200
Hiring and Promotion Practices ... 5.18
Job Listings ... 5.4
Physically Handicapped ... 3.95
Prisoners ... 3.15
Public Service Employment ... 6.31
R&D Program, State ... 5.14, 5.20
State, Impact of Family Assistance Plan ... 5.49, 5.58
Survey of Practices ... 2.48
Unemployed Older Workers ... 3.87
Unemployment Compensation Recipients . 1.96, 1.107
Upgrading of Low Skill Worker ... 1.159
Veterans, in Health Services ... 3.71
for Women ... 3.68
Youth ... 3.103
Engineers ... 3.51
Federal Health Services Programs ... 5.49, 5.58
Job Satisfaction ... 4.108
Labor Market ... 6.27
Men and Women, Career Pattern ... 6.94, 6.145
National Registry of Engineers ... 4.74
Obsolescence ... 6.187
Obsolescence, Technological Change ... 6.216
Opportunities for Negroes ... 3.41
Recruitment Practices ... 6.37
Space Industry Cutback, Reemployment ... 3.44
Student Disillusionment ... 6.21
Unemployed, Job Search Workshops ... 3.47, 3.50
Unemployed, State and Local Public Service Jobs 3.46
Unemployment Rates and Characteristics .. 3.48, 3.52
Unemployment, Survey, Adjustment ... 3.45
Unemployment, Transition to Environmental Control ... 3.49
Work Instability, Effect on Worker ... 6.5
Entrepreneurship
Ex-Offenders in Small Business ... 3.14
Impact of Urban Renewal ... 6.56
Minorities, in Trucking Industry ... 3.25
Minority Business, Technical Assistance .. 3.29, 3.42
Minotiry Enterprise, Tire Dealers ... 3.40
Negro Corporation in Ghetto Areas ... 6.2
Ownership in Menswear Industry ... 3.36
Entry-Level Jobs
Health Services ... 1.145, 1.157
Housekeeper in Lodging and Public Health Industry ... 1.129
Licensing as Limit to Entry, Nonprofessional Occupations ... 5.32
Public Service, California ... 1.72
Vocational High School Graduates ... 6.144
Whites and Blacks, Career Patterns ... 4.25, 4.41
Ethnic Background
Job Attitudes ... 4.107
Ex-Offender
Behavioral Training in Job Program ... 1.95, 1.103
Criminal Record and Employability ... 3.9, 3.12
Employment, Manpower R&D Utilization ... 5.106
Financial Resources and Problems ... 3.2
Income and Employment Assistance ... 3.3
Public Service Employment ... 1.77, 1.80
Small Businessmen ... 3.14
Expectations
Job Training and Later Success ... 1.45

Expenditures
Manpower Programs, New York City 4.66

F

Family
Impact of Welfare System 6.93, 6.96, 6.143, 6.147
Welfare Women, Work and Home Life ... 3.58, 3.61
Welfare Recipients and Working Poor 3.54
Family Assistance Plan
Impact on State Employment Services 5.49, 5.58
Farming and Farm Workers
Bracero and Farm Labor Market 6.173
Bracero Labor and California Farm Labor Market 6.137
Fruit and Vegetable Harvest Mechanization 4.48
Labor Market and Manpower Services, Texas 4.31, 4.58
Seeking Urban Employment 4.8
Technology Effects 6.53
Upgrading During Mechanization 1.139
Federal Government
Antipoverty Measures, Incentive and Labor Supply Effects 6.98, 6.157
Contracts, Impact on Local Manpower 5.39
Health Services, Jobs for Scientists and Engineers 5.49, 5.58
Implementation of Manpower Policy 6.95, 6.146
Interagency Communication and Utilization of Manpower R&D 5.118
Manpower Policy 4.9, 4.36
Policy and Sex Discrimination 6.70
Programs and Policy, Effect on Manpower 5.30
Research Funding Reduction Effects 6.19
Fire Service
Employment of Disadvantaged 1.78, 1.81
Food Service
Career Ladder Development 1.149
Part-Time Workers, Characteristics 6.61
Foreign Manpower Services
Apprenticeship 2.2
Foreign Trade
Impact on Workers 5.54

G

Garnishment
Indebtedness, Personal and Employment Problems 6.25
Geographical Area
Earnings Differentials 6.80
Ghetto
New York City, Labor Force Participation 6.196
GI Bill of Rights
Higher Education, Benefit Analysis 6.108, 6.192
Guidance
Measures, Youth Work-Training Program 1.100

H

Handicapped 5.10
Market for Workshop Products 5.28
Model for Employment Services 1.200
Vocational Education and Career Exploration ... 2.13
Health
Legislation, Coal Mining Industry 5.35, 7.1
Poverty, Factor in Employability 3.55
Health Services 1.135, 1.160
Allied Health Manpower 5.14, 5.20
Manpower Project 1.165
Manpower Substitution 6.139
Military-Trained Personnel 3.92
New Careers 1.143, 1.153, 6.142
NYC Program 1.2, 1.22
Optometry, Technician Training for Disadvantaged 2.37, 2.47
Proficiency Exams, Medical Laboratory Technicians 1.89
Restructuring Paramedical Jobs 5.114
Upgrading, After-Hours Education 1.172
Utilization of Manpower R&D 5.114
Veterans with Medical Training 3.71
Youth Opportunity Summer Program 1.33
High School
Benefit Analysis, Followup of Achievement 6.60
Equivalency, Costs, Returns to Worker 6.17
Higher Education
Benefit Analysis 6.108, 6.192
Hiring Practices 4.9
Employment of Disadvantaged 4.94
Work-Sample, Disadvantaged Applicant 4.83
History
American Agrarian and Labor Movements 6.66
Emigration of Southern Blacks, 1910–1970 ..... 6.69
Minorities in Urban Areas in U.S., 1900–1940 . 6.127
Household Workers
Improve Status of Job 1.57
Lodging and Public Health Industry 1.129
Minimum Wage Legislation 5.51, 5.60
Private, Employment Study 4.67
Program and Technical Assistance 1.50, 1.52, 1.64, 1.67, 1.70
Restructuring, Upgrading, Job Development, Placement 1.48, 1.56, 1.58
Training Program 1.49, 1.59
Upgrading and Job Security 1.51, 1.69
Housing
Rehabilitation and Job Training Program 1.65
Segregation, and Employment 6.9
Hours of Work
Life Cycle Work Patterns 6.15
Human Resource Center
Telephone Industry 2.41
Human Resource Development
Training Manual 5.95
Human Service Occupations 6.103, 6.182, 7.12
New Career Development 1.150
Hustling 4.45

I

Incentives
Corrections Manpower Laboratory 5.12, 5.28
Income Maintenance Effects 6.98, 6.157
Payments, Job Training 1.152
Tax Credit, Employers of WIN Enrollees 1.175
Income
Economic Development Model, Puerto Rico 5.53, 5.66
Hours of Work, Low Wage Workers 6.109, 6.193
Housing Segregation and Employment 6.9

Labor Mobility 4.16
Negroes, Income and Employment Tradeoff 6.41
Racial Distribution, 1940–1970 ..... 6.34
Redistribution Policy and Labor Supply . 6.101, 6.172
Size Distribution, Inflation and Macroeconomic Policy 6.83
Technicians 6.218
Whites vs. Non-Whites 6.211
Income Assistance
Ex-Prisoners, and Recidivism 3.3
Income Maintenance
Family Structure 3.54
Labor Force Participation of Low-Income Workers 6.79
Supply of Labor and Incentive 6.98, 6.157
Taxes and Supply of Labor 6.130
Indebtedness
Garnishment, Personal and Employment Problems 6.25
Industrial Relations Information Service 4.67
Industry
Apprenticeship, Individualized Training 2.3
Feasibility of Job Training Programs 2.51
Interindustry Wage Determination 6.156
Job Opportunity 1.204
Manpower Center 2.55
Negro Professionals, Attitudes 3.22
Overtime and Short-Run Employment 6.189
Remedial Education, Upgrading of Negroes in South 2.17, 2.23
Training Laid Off Workers 1.140, 1.171
Training, Preventing Dropouts 6.212
Training Programs, Survey 2.31
Turnover, Analysis 6.155
Upgrading 1.69, 4.25, 4.39
Upgrading in Large Industry Setting 1.46
Upgrading Programs and Mobility Patterns 1.137
Inflation 5.62
Macroeconomic Policy and Size Distribution of Income 6.84
Tradeoff with Unemployment 6.43, 6.83
Tradeoff with Unemployment, Negroes 6.41
Unemployment, Manpower Policy 5.45
Information Service
Industrial Relations 4.66
Job Search 4.68, 7.1
Labor Force Analysis, Social Security Data 5.68
Labor Market in Construction Industry 4.68
Manpower Program Management 5.83, 5.104
Inmate
Job Training and Employability Services ... 3.1, 3.10
Inner City
Negro Youth, Job Training Success Factors 1.63
Integration
Construction, Voluntary Action Plans 6.18
Military, View of Whites and Blacks 4.9
Railroad Operating Crafts 6.4
Interagency Cooperation
Apprenticeship Center Development 2.7
Implementation of Manpower Policy 6.95, 6.146
Inner City Manpower Programs 5.82, 5.98
Job Training for High Paid Skill Jobs, Appalachia 1.46, 1.68
Utilization of Manpower R&D 5.115
WIN 1.183
Internal Labor Market
Public Utilities 4.6
Iowa
Occupational Requirements, 1975 ..... 6.162

J

Japanese American
Self-Employment and Social Welfare, 1900–1940 6.127
Job Access
Veterans, Exemplary Rehabilitation Certificate .. 5.34
Job Achievement Motivation
Trainees, and Success 6.51
Job Applicant
Written vs. Work-Sample Testing 1.86
Job Description and Structure
Accuracy of Worker Reports 7.14
Division of Labor and Alienation 4.105
Restructuring Paramedical Occupations 5.114
Wages, and Labor Market Behavior 6.44
Job Development
for Hard-to-Employ 1.104
Jobs for Women 3.69
White Collar Jobs for Minorities 3.21
Job Information
Job Search by Disadvantaged 4.70
Job Information Services
Employment Service Federal Job Listing 5.43
Listings in Library 4.77
Local Employment Services 5.4
National Registry of Engineers 4.74
State Employment Service, Utah 4.76
State Employment Service, Wisconsin 4.75
Job Match
Employee Tolerance of Bureaucratic Structure ... 4.7
Job Opportunity
Business Volunteer Programs for Disadvantaged . 1.11
Discriminatory Exclusion from Advantaged Jobs . 4.9
Industry 1.204
Low Wage Worker, Service Industry 4.10, 4.11
Mentally Retarded 3.80
Mexican Americans in Michigan Cities 3.38
Minority Women in White Collar Jobs 3.24
Secondary Labor Force 4.5
Transportation Industry, Teamsters Program 2.49
Trucking Industry, Minorities 3.25
Unemployment in Urban Core 4.23, 4.35
Upgrading, Blue Collar and Service Workers 4.24, 4.36
JOBS—Job Opportunity in the Business Sector
Aid by Volunteer Executives 1.12
Comparison of Programs 6.16
Program Effectiveness Study 5.89
Urban Industry 5.7, 5.23
Job Placement
Counseling, Agencies and Schools 1.98
Disadvantaged Youth 3.100
High School Youth 3.76
Household Service Workers 1.48, 1.56, 1.58
Unemployed Middle Aged Workers 3.98
Vocational High School Graduates 6.144
Job Satisfaction 4.51, 6.120
Division of Labor and Alienation 4.105
Effect of Social Relationships 4.101
Engineers 4.108

Factors, Technology, Organizational Structure 6.115, 6.216
Model 6.87, 6.123
Tolerance for Bureaucratic Structure 4.7
Work Motivation 6.121
Job Search 5.62
Automated Information System 4.64
Disadvantaged, Information Sources 4.70
Expectations, Unemployment and Inflation 6.84
Information, Public Employment Office ... 4.52, 4.78
Labor Market Conditions 4.19
Older Black Workers 4.9
Scientists and Engineers 6.27
Unemployed Scientists and Engineers 3.47, 3.50
Work-Sample Hiring 4.83
Job Tenure 5.2
Disadvantaged, Prediction of 1.90, 1.109
Marginal Worker, Role of Life Style 6.67
Satisfaction and Performance 4.7
Job Training 3.70, 5.23
Achievement Motivation 4.103, 4.106
Achievement Motivation and Success 6.51
Age and Education as Factors 6.163
Attitudes of Hard-Core Unemployed 6.91, 6.134
Business Speech Training 1.66, 2.22
Comaprison of JOBS Programs 6.16
Corrections Institution 3.1, 3.10, 5.12, 5.28
Disadvantaged 1.71
Disadvantaged as Staff 2.40
Dropouts, Quality of Job Offerings 1.215, 1.216
Ethnic Match with Counselors 6.102, 6.181
Expectations and Later Job Success 1.45
Foregone Earnings 5.62
for High Paid Skill Jobs, Appalachia 1.46, 1.68
Household Services 1.49, 1.50, 1.52, 1.59, 1.64, 1.67, 1.70
Incentive Payments 1.152
Laid Off Workers 1.141, 1.171
Literacy 2.27
Machine Tool Industry 2.37
Minorities, in Home Building 2.35
National Survey of MDTA Trainee Attitudes ... 1.62
Negroes, Job Aspirations and Attitudes . 6.106, 6.188
Private Industry 6.206
in Private Industry, Survey 2.31
Program Evaluation Model 5.102
Race Differences, Urban Male Youth 6.39
Related to Housing Rehabilitation 1.65
and Remedial Education 2.16
Scientists and Engineers, in Environmental Control 3.49
Secretarial, Speech Improvement 1.66
Staff of Department of Labor Subcontractors 5.79, 5.88
Success Factors, Inner City Negro Youth 1.63
Success, Family Structure as Factor 3.54
Teaching Program for Skill Training 1.47, 1.55
Technicians, and Earnings 6.218
Tenure Prediction from Biographical Data 1.90, 1.109
Time in Poverty and Labor Force Participation . 6.48
Tool and Die Makers 2.46
Transportation Industry, as Mechanics and Drivers 2.39, 2.50
Trucking Industry 2.32
Turnover of Disadvantaged 1.34
Urban Ghetto 6.167
Women 6.42
Jobs Corps
Economics Analysis 6.89, 6.129
Federal Programs for Youth 6.58
Residential Program, Drug Abuse Control 1.211, 1.212
Juvenile Delinquent
Girls in Residential Center 3.90, 3.96, 3.99
Manpower Program Evaluation 5.6
Supportive Services in Residential Center 3.81

K

Kansas
Occupational Requirements, 1980 ..... 6.165

L

Labor Force 4.9, 4.36
Casual Labor Patterns 4.1
College Graduates, Job Related Problems 4.3
Composition, Technological Change, 1950–1960 ..... 6.99, 6.158
Conditions, Response to Job Offer as Index 4.19
Minimum Wage and Unemployment 6.14
Multijobholding 4.21
Negro Employment Patterns in the South . 3.19, 3.33
Poor Persons in Labor Force 5.60
Requirements, Iowa, 1975 ..... 6.162
Requirements, Kansas, 1980 ..... 6.165
Social Security and Other Data, Analysis 5.68
Supply, Impact of Income Redistribution Policy 6.101, 6.172
Survey, Interviewing 4.46
Technological Change and Skill Demand 4.32
Unemployment of New Entrants 4.56
Labor Force Participation 4.29, 4.51, 4.61
Age, Race, Sex Groups and Wage Rates 6.7
Business Fluctuations 6.141
Education of the Poor 5.62
Impact of Income Maintenance Programs 6.79
Length of Residence in Urban Poverty Area 6.48
Longitudinal Study, Men, Women, Youth ... 4.17, 7.7
Men and Youth 4.16
New York City Poverty Areas 6.196
Public Transfer Payments 4.40
Urban Poor 6.177
Women 6.62, 6.64
Women, and Fertility 6.3, 6.30
Women, 1900–1960 ..... 6.24
Young Women 4.51
Youth 6.168
Youth Unemployment 6.13
Labor Market 4.9, 4.36, 4.38, 5.62
Adjustment, Role of Migration 6.170
Area Skill Surveys, and Policy 6.213
Bracero Labor, California 6.137
Changing, and Employer Policies 4.90
Dental Hygienists, Substitution and Demand 6.76
Depressed Regions 6.78
Elasticity, Wood Products Industry 6.90, 6.132
Farm, and Manpower Services, Texas 4.31, 4.58
Fluctuation, Economic Growth Cycle 5.29
Foreign Trade Impact 5.54
Ghetto Jobs, Alternatives 4.28, 4.49
Impact of Welfare System 6.91, 6.143
Inexperienced Workers 6.149

Internal, Discriminatory Exclusion from Advantaged Jobs 4.9
Internal, Manpower Analysis 4.92
Job Vacancy Survey Design 5.98
Labor Supply to Confined Geographic Market . 6.150
Married Teachers, Supply 6.190
Mechanization in Citrus Industry 4.37
Mechanization, Fruit and Vegetable Harvest 4.48
New Businesses in Urban Area 4.30, 4.57
Nonwhite Teenagers 6.77
Nurses, Shortage .....
Occupational Mobility of Low Income Workers 6.114, 6.210
Physician Supply, Geographical Differences ... 6.217
Policemen 6.6
Primary vs. Secondary, the Disadvantaged 4.68
Private Household Employment 4.63
Racial Differences in Unemployment 3.17
Research Needs 5.62
Residual Elasticity of Substitution 6.201
Rural Communities of Decreasing Population ... 6.72
Scientists and Engineers 6.27
Sex Discrimination Models 6.29
Short-Term Projections, Services Industries 6.136
Small Labor Market, Laborers and Clerical Workers 6.113, 6.195
Substitution Among Capital and Types of Labor . 6.75
Supply, Income Maintenance Effects 6.98, 6.157
Supply of Self-Employed 6.214
Taxes and Supply of Labor 6.130
Temporary Clerical Help, 1953–1960 ... 6.112, 6.200
Urban Economy 4.36
Urban Poor ..... 6.
Women 3.93
Youth 4.50
Labor Market Information System
Analysis of Local Labor Market 4.80
Data Base for Federal, State, and Local Use 4.71
Conceptual Foundations, Analysis in New York City 4.66
Local Manpower Needs and Services 4.69
National Registry of Engineers 4.74
Primary and Seconcary Labor Markets 4.72
Public Employment Office 4.52, 4.78
San Francisco 4.65
Laborers
Small Labor Market 6.111, 6.195
Language and Speech
Business Speech Training 1.66, 2.22
Employment Program 2.27
English Training for Low-Skill Spanish-Speaking Worker 2.18, 2.24
Secretarial Training Program 1.66
Training and On-the-Job Training 2.37, 2.45
Layoff
Personal Adjustment 4.13
Reemployment 6.116, 6.219
Role of Social Support 6.54
Law Enforcement
Manpower Requirements 5.49, 5.58
Leadership
Youth, Training Institute 1.208
Legislation
Coal Mining, Health and Safety 5.35
Family Assistance Plan 5.49, 5.58, 7.4
Federal Grants-in-Aid Program 5.49, 5.58
Federal, on Law Enforcement, Criminal Justice 5.49, 5.58
Minimum Wage, Household Workers 5.51, 5.60
Minimum Wage, Teenage Employment ... 5.48, 5.57
Public Assistance Employables, New York 5.50, 5.59
Welfare Reform, Rural South 5.46
WIN, Noncompliance 1.173
Work Release, and Prisoner Employment 3.8
Workmen's Compensation 5.41
Leisure Time
Scheduling Working Hours 4.97
Licensing
Limit to Entry and Mobility 5.32
Nonprofessional Occupations 5.47
Real Estate, Training Program 2.30
Life Cycle
Work Patterns 6.15
Lodging Industry
Housekeeper, Training and Career Ladder 1.142
Low Income Background
Youth 3.86
Low Income Worker
Achievement and Power Motivation 6.104, 6.183
Adjustment, Employment Context 1.108
Career Patterns 3.56
Collective Bargaining, Service Industry 4.10
Income Maintenance and Labor Force Participation 6.79
Inexperienced Workers in Labor Market 6.149
Job Tenure of Marginal Worker 6.67
Hours of Work, Determinants 6.109, 6.193
Labor Supply and Occupational Mobility 6.114, 6.210
Manpower Program Impact 5.81, 5.97
Minimum Wage Increase and Unemployment ... 6.14
Public Service Employment 5.75
Transition from Training to Work 3.57, 3.59
Upgrading 4.24, 4.36
Women, Characteristics 6.50

M

Machine Tool Industry
Apprenticeship 2.4, 2.9
Job Training Methods, Comparison 2.35
Vocational Education 2.10
Management
Effective Utilization of Disadvantaged Employees 1.92, 1.102
Expectations of Disadvantaged Workers 6.205
Level Jobs, White-Nonwhite Discrimination 6.20
Technological Change in Steel Industry 4.9
and Technology, Effect on Work Groups 6.175
Manpower 4.38
Adjustment and the System 5.103
Conference of Doctoral Candidates ..... 6.118, 6.224 to 6.226
Effect of Demand for Goods and Services 6.160
Effect on Economy and Labor Market 5.29
MDTA Institutional Training Programs, Prediction Model 6.185
Micro-Supply Aspect 4.9
Projections, Model 4.53
State and Local Public Employment 4.2
Substitution in Hospital Industry 6.139
Theory and Policy Residual Elasticity of Substitution 6.201

MDTA Institution Programs
- Attitudes of Trainees ... 1.62

Manpower Personnel ... 5.70
- Decisionmaking on the Job ... 5.72
- Job Agents ... 5.1
- Skill Development ... 5.73
- Staff of Training Programs, Inventory ... 5.79, 5.88
- Training ... 5.2, 5.5, 5.22, 5.92
- Training of Social Workers ... 5.80, 5.91

Manpower Policy ... 4.9, 5.66
- Area Skill Surveys ... 6.213
- Britain ... 5.55
- Effect of Federal Programs and Policies ... 5.30
- Inflation and Unemployment ... 5.45
- Interrelationship with Economic Policy ... 5.37
- Nonmetropolitan Growth Areas ... 5.44
- Rural Agencies ... 5.74
- Urban and Rural Dimensions ... 5.56

Manpower Programs ... 5.62
- Ability to Adopt New Procedures ... 5.72
- Age and Education, Factors in Training ... 6.162
- Allied Health Manpower ... 5.14, 5.20
- Coal Miners ... 5.35
- Community Education ... 5.13, 5.19
- Community Program ... 5.24
- Corrections ... 5.27
- Criminal Justice and Corrections Setting ... 5.109
- Effect on Company of Hiring Disadvantaged ... 4.86, 4.89
- Effect on Economy and Labor Market ... 5.29
- Farm Labor Market, Texas ... 4.31, 4.58
- Negro Teenage Girls in Urban Poverty Areas ... 3.28, 3.37
- Policy Implementation ... 6.95, 6.146
- Program Evaluation Model ... 5.102
- Rehabilitation Center Utilization ... 1.108
- Residential Youth Centers ... 5.28
- Role of Business, Urban Areas ... 6.164
- Statewide Job Bank, Utah ... 4.76
- Statewide Job Bank, Wisconsin ... 4.75
- Trainees Hired by NAB, Characteristics ... 6.86, 6.122
- Urban American Indians ... 5.9
- Western Europe ... 4.36
- Youth, Transition to Work ... 4.9

Manpower Requirements
- Construction Industry, Training Adjustments ... 4.87, 4.93
- Internal Labor Markets ... 4.92
- Law Enforcement, Criminal Justice, Corrections ... 5.49, 5.58
- Local, Federal Grants-in-Aid Program ... 5.49, 5.58

Manpower Research
- Experimental Manpower Laboratories ... 5.7
- Manpower Policy and Programs ... 5.5
- Participant Observation Technique ... 5.85
- Presentation of Findings ... 5.108
- University Seminar ... 5.100

Manpower R&D Utilization
- Dissemination of Findings ... 5.111
- Employment For Ex-offenders ... 5.106
- Interagency Communication ... 5.115
- Restructuring Paramedical Jobs ... 5.114
- Vocational Education Teachers and Administrators ... 5.107
- WIN Programs ... 5.112

Manpower Services Administration
... 3.70, 5.2, 5.8, 5.16, 5.17, 5.23, 5.25, 5.62, 7.1, 7.3, 7.10
- Community Resources ... 5.94
- Conference Proceedings ... 5.84, 5.104
- Decisionmaking Processes ... 5.72
- Employability Development Teams, CEP ... 5.76
- Evaluation ... 5.6, 5.11
- Information System ... 4.66
- Interagency Cooperation ... 5.82, 5.98
- Interagency Cooperation and Organizational Change ... 5.105
- Interorganizational Relations ... 5.90
- Job Vacancy Survey Design ... 5.96
- JOBS, Effectiveness Study ... 5.89
- Labor Market Information System ... 4.71
- Local Impact of Federal Procurement Contracts ... 5.39
- Local Information System ... 5.83, 5.101
- New York Workfare Program ... 5.40
- Program Impact, Low Wage Workers ... 5.81, 5.97
- Programs for Older Workers ... 3.89
- Programs for Welfare Recipients and Working Poor ... 5.78, 5.86
- Relocation Assistance ... 5.77
- Social Work Expertise ... 5.69
- Technical Assistance ... 5.70
- Training Manual ... 5.95
- Use of Social Security Data ... 5.102
- Use of Unemployment Insurance Wage Reports ... 5.93
- Volunteers in Neighborhood Centers ... 5.87
- Voucher System of Payment for Services ... 5.68
- Welfare and Low Wage Workers in Public Service ... 5.75

Manufacturing Industry
- Minority Hiring ... 6.63

Marine Technicians
- Job Analysis and Training ... 6.152

Maritime Industry
- Union Upgrading and Retraining Program 6.97, 6.148

Meaning of Work ... 6.1

Mechanization
- Farm, Upgrading of Workers ... 1.139

Mental Patients
- Employment Adjustment ... 3.83

Mentally Retarded
- Employment Status ... 3.80

Metal Working Industry
- Training Programs, Survey ... 2.31

Mexican Americans ... 7.2, 7.9
- Geographic, Socioeconomic and Job Mobility ... 6.45
- Job Development in White-Collar Jobs ... 3.21
- Migration and Assimilation ... 6.46
- Migration, in Michigan Cities ... 3.38

Mexicans
- Work in U.S. ... 4.59

Michigan
- Education and Economic Growth ... 6.179

Middle Aged Workers
- Labor Force Dynamics, and Youth ... 4.16
- Unemployed, Job Placement ... 3.98

Migrant Workers
- Attitudes Toward Work ... 4.109
- Fruit Pickers, Occupational Pattern and Life Style ... 6.105, 6.186
- Mobility Assistance, Multiagency Services 1.115, 1.116
- Mobility Assistance, Program Assessment ... 1.117
- Puerto Rican ... 1.164

Migration 4.44, 7.4, 7.7
- Appalachia to Cleveland, Social Aspects 4.62
- Blacks 6.82
- Blacks, Economic Analysis 6.169
- Blacks, Welfare System Effect 6.96, 6.147
- Factors in 6.202
- Intrametropolitan, Minority Groups 6.199
- Labor Market Adjustment 6.170
- Local, Labor Force Data Analysis 5.68
- Mexican Americans 6.45
- Mexican Americans, Assimilation 6.46
- Mexican Americans in Michigan Cities 3.38
- Population Characteristics of Depressed Areas .. 6.10
- Rural Manpower, Texas 6.204
- Rural to Urban, Adjustment 4.50
- Southern Blacks, 1910–70 ..... 6.69
- Southern-Born Migrants 6.28
- Southern In-Migrants in Cleveland 4.4
- Young Workers, Factors in 6.113, 6.203

Military
- Canada, Recruitment for Volunteer Military 6.8
- Desegregation, Views of Whites and Blacks 4.9
- Medical Training, in Civilian Sector 3.92
- Retirement, Second Careers 3.65
- Training, Transfer to Civilian Life 6.40
- Under-Qualified Entrants, Effect of Training 3.74
- Veterans with Medical Training 3.71

Minimum Wage
- As Cause of Unemployment 6.14
- Employment of Youth 4.51, 5.48, 5.57
- Legislation, Household Workers 5.51, 5.60

Minority Groups
- Bracero and Farm Labor Market 6.173
- Business, Tire Dealers 3.40
- Characteristics of Successful Persons 3.32
- Construction, Contractors in South 3.23
- Construction Industry, Affirmative Action Plans 5.42
- Construction Industry Voluntary Action Plans .. 6.18
- Detroit Riot Arrestees, Characteristics 3.30
- Employment Discrimination 3.39
- Entrepreneurship, Technical Assistance ... 3.29, 3.42
- Entry Into Construction Unions 4.84
- Federal Aid Programs 5.38
- Hiring Disadvantaged, Effect on Company 4.86, 4.89
- Hiring in Manufacturing Industry 6.63
- Intrametropolitan Migration 6.199
- Job Training in Home Construction 2.33
- New Careers in Banking 1.162
- Nonwhite Teenagers in the Job Market 6.77
- Rehabilitation of Women Offenders 3.6
- Students, in Business Administration 3.18
- Trucking Industry Job Training 2.32
- White-Collar Jobs, Minority Women 3.24

Mobility 7.3
- Blacks into Suburb, Labor Force Performance 4.27, 4.47
- Factors in Attending College 6.159
- High School Teachers 6.38
- Income 4.15
- Mexican Americans 6.45
- New Businesses in City and Labor Market 4.30, 4.56

Mobility Assistance
- Demonstration Project ..... 1.119 to 1.123, 1.125, 1.127, 1.128
- in Midwest, Unemployed and Manpower Program Trainees 1.114
- Migrant Workers, Multiagency Services . 1.115, 1.116
- Migrant Workers, Program Assessment 1.117
- Rural Areas 1.112, 1.124
- Rural Areas, Technical Program Assistance 1.113, 1.126

Moonlighting 4.9, 4.21

Motivation
- Achievement, Black College Women 4.99
- Achievement, Job Training Success 4.103, 4.106
- Achievement and Power, Disadvantaged Workers 6.104, 6.183
- Job Training and Later Success 1.45
- Similarity in Work Groups 6.223
- Work, Meaning of Work 4.104
- WIN Enrollees 1.184, 1.196

Multinational Corporations 4.12

N

NAB—National Alliance of Businessmen
- Characteristics of Manpower Program Trainees 6.86, 6.122
- Cost-Benefit Analysis of Program 6.81
- Turnover 6.171

Negroes 7.6
- Black-Owned Business, Impact of Urban Renewal 6.56
- College Women, Occupational Choice 4.99
- Construction Apprenticeship in South . 3.26, 3.27, 3.35
- Discriminatory Returns to Education 6.55
- Emigration of Southern Blacks, 1910–70 ..... 6.69
- Employment and Income Tradeoff 6.41
- Employment Patterns in the South 3.19, 3.33
- Employer Hiring Practices 6.22
- Engineering, Job Opportunity 3.41
- Enterprises and Corporations in Ghetto 6.2
- Entry to Labor Force and Career Pattern .. 4.25, 4.41
- Ghetto Jobs, Job Opportunity 4.28, 4.49
- High School Dropout 3.85
- Housing Segregation and Employment 6.9
- Job Development in White-Collar Jobs 3.21
- Job Trainees, Job Aspirations and Attitudes 6.106, 6.189
- Migration 6.82
- Migration, Economic Analysis 6.169
- Older Workers, Access to Jobs and Public Services 4.9
- On-the-Job Orientation of Trainees and Supervisors 1.111
- Participation in Organizations 3.20
- Professional Employment, Training 6.154
- Professionals in Industry, Attitudes 3.22
- Railroad Operating Crafts 6.4
- Remedial Education and Upgrading, Industry in South 2.17, 2.23
- Self-Employment and Social Welfare, 1900–40 . 6.127
- South, Federal Service and Construction Industry 3.23
- Suburbs, Labor Force Performance 4.27, 4.47
- Teenage Girls, Employment Services 3.28, 3.37
- Unemployment, and Whites 5.62
- Urban Communities, Investment Priorities .....
- View of Employment Policy in South 4.85, 4.88
- Welfare System, Migration and Family Stability 6.96, 6.147
- Youth, Job Training Success Factors, Inner City 1.63

NYC—Neighborhood Youth Corps 3.70, 5.23
- Behavioral Factors in Employability 1.35
- College Entrance Preparation 1.9, 1.37

Community College Program for Out-of-School Enrollees 1.3, 1.4, 1.29
Cost-Benefit Analysis 5.93
Education Components for Out-of-School Enrollees 1.8
Enrollees' Economic Needs 1.27
Evaluation of Out-of-School Programs 1.5, 1.6, 1.31, 1.32
Evaluation and Program Guides 1.19
Federal Programs for Youth 6.58
Health Care Career Program 1.2
Impact on Earning Capacity and Career Patterns 6.38
Inschool Enrollees in Watts 1.20
Job Supervisors' Role 1.30
Model for Remedial Education Components 1.7
Model of Rural Program, North Central U.S. 1.14, 1.39
Model of Rural Program, Southeast U.S. 1.15
Model of Rural Program, Southwest U.S. 1.16
Preparation for Health Careers 1.22
Private Sector Jobs for Inschool Enrollees 1.17, 1.25, 1.41
Professional and Technical Employers 1.10
Review of Research 1.42
Rural Programs 1.38
Social Science Research Training 1.23, 1.28
Summer Inschool Program 1.18
Testing and Guidance, Out-of-School Enrollees . 1.85
Work Experience in Day Care Centers 1.13
Youth-Tutoring-Youth 1.24, 1.36
Neighborhood Manpower Centers
Services for Older Workers 5.87
New Careers 1.156
Banking 1.162
Business Administration Training 3.18
Fire Service, for Disadvantaged 1.78, 1.81
Health Services 1.44, 1.56, 1.143, 1.153
Health Technology 6.142
Human Service Occupations 1.49, 6.104, 6.182
Manpower Substitution in Hospital Industry ... 6.139
New York City 4.9
Civil Service Exam, Preparation of Disadvantaged 1.75
Cuban Refugees, Occupational Adjustment 6.153
Labor Force Participation, Poverty Areas 6.196
Manpower Administration and Information System 4.66
Manpower Programs, Interagency Cooperation 5.82, 5.98
Manpower Services 3.70, 5.23
Manpower Substitution in Hospital Industry ... 6.139
Mobility of Public Service Union Members 6.57
Public Service Employment for Ex-Addict, Alcoholic, Offender 1.77, 1.80
Social Services Union 6.20
Urban Renewal, Impact on Black-Owned Business 6.56
Upgrading in Health Services 1.135, 1.160
Nonprofessional Occupations
Licensing 5.47
North Central U.S.
Model of Rural NYC Program 1.14, 1.39
Northeast U.S.
Agricultural Labor 4.54
Nursing
Career Ladder, Work-Study to Licensure 1.151
Recruitment by Nursing Association 2.42
Restructuring and Career Ladder Development 1.145
Shortage and Public Policy .....
Vocational Education 2.10
Nutrition
Health and Employability 3.55

O

Occupation
Dictionary of Occupations 4.55
Food Service Industry, Upgrading 1.133
Human Services, Upgrading 1.132, 1.158
Space Industry Job Training Program for High Paid Skill Jobs, Appalachia 1.46, 1.68
Occupational Adjustment
Cuban Refugees in New York City 6.153
Mentally Retarded 3.80
Southern Migrants to Cleveland 4.4
Occupational Aspiration
Negro Job Trainees 6.106, 6.188
Occupational Attitudes
Ethnic Background 4.107
Migrant Workers 4.109
Negro Job Trainees 6.106, 6.188
Occupational Choice 4.20
Black College Women 4.99
Blind Persons, Racial Differences 3.66
Occupational Mobility
Adult Education Participation 6.135
American Indians and Poor Whites 6.174
Formal vs. Occupation-Related Education 5.31
Labor Supply, Low Income Workers 6.114, 6.210
Licensing as Limit, Nonprofessional Occupations 5.32
Public Service Union Members 6.57
White Married Males, 1957–67 ..... 6.178
Occupational Status
Effect of Social Relationships 4.101
OIC—Opportunity Industrialization Centers 1.204
Older Workers 3.88, 7.8
Blacks, Access to Jobs and Public Services 4.9
Involuntary Retirement 4.81
Manpower Program Administration 3.89
Neighborhood Manpower Centers, Volunteer Staff 5.87
Pre-retirement Planning 3.84
Unemployed, Assistance Techniques 3.87
Women, Reentry to Labor Force 6.133
On-the-Job Training
Literacy Training 2.37, 2.45
Orientation, Negro-Trainees and Supervisors ... 1.111
Organizational Structure
Business, and Job Opportunity 4.9
Job Satisfaction 6.115, 6.215
Relation to Racial Discrimination in Hiring and Promotion 6.52
Science Physicists 6.107, 6.191
Worker Commitment 6.100, 6.161
Orientation
Employability Training Teams, WIN 1.189, 1.203
WIN, Orientation Training 1.188, 1.202
Opportunities for Families Plan
Priorities for Recipient Services 1.174
Optometry
Job Opportunity and Training 2.37, 2.47
Organization for Economic Cooperation and Development 5.36

P

Paramedical
Restructuring ... 1.145
Parole
Authorities, Role in Job Training Program .. 3.1, 3.10
Part Time Workers
Characteristics, Food Services ... 6.61
Pension Plans
Private Industry, Involuntary Retirement ... 4.81
Private Plans, Manpower and Economic Impact . 6.32
Personnel
Analysis for Restructuring, Federal Government Jobs ... 1.147, 1.170
Hiring Disadvantaged Into Public Service Employment ... 1.79, 1.82, 1.83
Personality
Career vs. Homemaker Women vs. Men ... 4.100
Counseling for Low Income Employees ... 1.93, 1.97
Employment and Self Image ... 6.68
Job Training and Later Success ... 1.45
Satisfaction in Work and Non-Work 6.115, 6.215
Visually Impaired, Job Readiness Assessment ... 6.47
Physically Handicapped
Reducing Chronic Unemployment ... 3.95
Physicians ... 4.36
Supply, Geographical Differences ... 6.217
Women, Career Patterns ... 6.87, 6.124
Pipe Trades
Apprenticeship ... 2.19
Police
Academy ... 6.207
Labor Market ... 6.6
Political Participation
Racial Distribution of Income, 1940–70 ... 6.34
Population Characteristics
Depressed Areas, and Migration ... 6.10
Poor-Whites
Occupational Mobility ... 6.174
Poverty
Characteristics of Successful Persons of Poverty Background ... 3.32
Culture of Poverty Concept ... 6.72
Labor Force Participation ... 6.48
Summer Camp for Youth ... 3.97
Work Attitudes ... 4.102
Printing Trade
Apprenticeship ... 2.9
Prisoner
Work Release and Community Manpower Service 3.7
Private Industry
Attitudes of Hard-Core Unemployed in Training ... 6.91, 6.134
Comparison of JOBS Programs ... 6.16
Demand for Social Scientists ... 6.11
Effect of Hiring Disadvantaged ... 4.86, 4.89
Employment Practices, White vs. Non-White View ... 4.85, 4.88
Drug Use, Practices and Role in Rehabilitation .. 3.67
Feasibility of Job Training Programs ... 2.52
Federal Action on Sex Discrimination ... 6.70
Involuntary Retirement Practices ... 4.81
Job Opportunity in Transportation ... 2.49
Job Training ... 6.206
Job Training for High Paid Skill Jobs, Appalachia ... 1.46, 1.68
Job Training Staff from Disadvantaged ... 2.40
Literacy and On-the-Job Training ... 2.37, 2.45
Machine Tool, Job Training ... 2.35
Minority Workers and Entrepreneurs in Trucking 3.25
Multinational Corporations ... 4.12
NYC In-School Enrollees ... 1.25, 1.41
Pension and Retirement Plans ... 6.32
Real Estate, Training for Disadvantaged ... 2.30
Recruitment Practices for Engineers ... 6.37
Trucking, Employment Project ... 2.43
Trucking Industry Job Training ... 2.32
Upgrading Models ... 1.134
Upgrading, Technical Assistance ... 1.147
Work Experience of In-School NYC Enrollees ... 1.17, 1.41
Private Sector
Effect of Public Service Employment Programs . 1.73
Employment Agency Practices, Survey ... 2.48
Recruitment by Nursing Association ... 2.42
Role in Manpower Development ... 2.44
Role in Urban Manpower Programs ... 6.164
Probation
Officers vs. Volunteers as Counselors 6.92, 6.138
Proficiency Exams
Medical Laboratory Technicians ... 1.89
Professional Training
Psychiatrists ... 6.126
Professions
Negroes, Training ... 6.154
Women, Discrimination ... 4.91
Programed Instruction
Job Skill Training, and Supportive Services 1.47, 1.55
Psychiatrists
Socialization and Training ... 6.126
Public Employment Offices
Information Assistance in Job Search ... 4.52, 4.78
Public Health Industry
Housekeeper, Training and Career Ladder ... 1.129
Public Service Employment ... 7.7, 7.8, 7.12
Addiction, Alcohol, Offender Background . 1.77, 1.80
Analysis in Relation to Private Sector ... 1.73
Career Ladder, Human Services Agencies . 5.14, 5.20
Civil Service Exam, Preparation for Disadvantaged ... 1.75
Criminal Record and Employability ... 3.9, 3.12
Demand, Reducing General Unemployment 4.27, 4.46
Displaced Scientists and Engineers ... 3.46
Effects of Federal Funding ... 4.9
Effects of Federal Grants-in-Aid Program . 5.49, 5.58
Entry-Level Jobs and Job Progression, California 1.72
Federal, Upgrading ... 1.148, 1.170
Fire Service, for Disadvantaged ... 1.78, 1.81
Hiring Disadvantaged, Personnel Administration ... 1.79, 1.82, 1.83
Manpower Programs and Public Employee Unions ... 1.76
Mobility of Union Members ... 6.57
Municipal Government Efforts ... 1.84
Negroes in the South ... 3.23
New York City Social Service Employees Union 6.20
Park and Recreation ... 1.1
Prisoners, in Community ... 3.8
Program for Disadvantaged ... 6.31
Public-Private Salary Comparison ... 5.71

State and Local, Survey of Jobs and Employees .. 4.2
Teacher Wage Determination 6.85
Transition to Nonsubsidized Jobs 1.74
Unemployed Persons 1.141
Welfare and Low Wage Workers 5.75
Public Services
Older Blacks, Unemployment 4.9
Public Transfer Payments
Labor Force Participation 4.43
Public Utilities
Internal Labor Market 4.6
Puerto Ricans
English Training, Methods 2.18, 2.24
Upgrading, Migrant Workers 1.164

Q

Qualifications
College Entrance Without High School Diploma 6.23
Discrimination, Advantaged Jobs 4.9
High School Equivalency 6.17
Proficiency, Paraprofessionals in Human Service Occupations 1.132, 1.158
Under-Qualified Entrants, Effect of Military Training 3.74

R

Racism
Changing Labor Force Participation 6.7
Discrimination, Hiring and Promotion Practices . 6.52
Exclusion from Advantaged Jobs 4.9
Hours of Work 4.51
Housing, and Employment 6.9
Income Differentials 6.213
Income Distribution, 1940–70 ..... 6.34
Job Corps, Effectiveness of Training 6.89, 6.129
Job Search, Urban Male Youth 6.39
Occupational Choice of the Blind 3.66
Racial Differences in Unemployment 3.17
Railroad Industry
Racial Integration 6.4
Unions and Manpower 6.110, 6.194
Reading
Dyslexic Job Trainees, Remedial Training 2.21, 2.28
Real Estate
Preparation for License, Disadvantaged 2.30
Recidivism
Ex-prisoners, Income and Employment Assistance 3.3
Recreation Occupations
Public Employment Programs 1.1
Recruitment
Policemen 6.6
Volunteer Military, Canada 6.8
Reemployment
After Layoff 6.116, 6.219
Space Industry Scientists and Engineers 3.44
Regulation
Executive Order, Listing of Federal Agency Jobs 5.43
WIN, Noncompliance 1.173
Rehabilitation
Drug Use, Role of Employer 3.67
First Offenders, Pretrial Intervention 3.13
Utilization of Center 1.108
Women Offenders 3.4, 3.6
Relocation
Assistance, Program Administration 5.77
Remedial Education
Business Speech 2.22
College Preparatory, Followup 6.33
Dyslexic Job Trainees 2.21, 2.28
English 3.24, 5.23
English Training for Spanish-Speaking Workers 2.18, 2.24
Manpower Program Trainees 2.16
Negroes, Paper Industry in South 2.17, 2.23
NYC and College Entrance 1.9
NYC, Model for Education Components 1.7
NYC Out-of-School Enrollees 1.8
Residential School, Disadvantaged Youth 2.29
Tutoring by NYC Enrollees 1.24, 1.36
Urban Ghetto 6.167
Repair Services
Job Training 1.145
Residential Program
Manpower Program, Drug Abuse Control 1.211
Restructuring
Federal Government Jobs 1.148, 1.170
Health Services, Vertical and Horizontal Mobility 1.135, 1.160
Household Service . 1.149, 1.150, 1.157, 1.159, 1.160
Paramedical Occupations 5.114
Retirement 4.51
Involuntary 4.81
Military, Second Careers 3.65
Pre-retirement Planning 1.99
Retraining
Cost-Benefit Analysis 1.61
Maritime Industry, Union Program 6.97, 6.148
Role Models
Occupational, Urban High School Youth 6.74
Rural Areas
Growth Areas, Manpower Policy 5.44
Manpower Policy 5.56
Manpower Policy and Rural Agencies 5.74
Migration, Texas 6.204
Model NYC Program, North Central U.S. . 1.14, 1.39
Model NYC Program, Southeast U.S. 1.15
Model NYC Program, Southwest U.S. 1.16
NYC Programs 1.38
Population Decrease and Job Opportunity 6.72
Welfare Reform Legislation, South 5.46
WIN Program 1.180
Youth Unemployment 3.94

S

San Francisco Bay Area
Housing Segregation and Employment 6.9
Labor Market Information System 4.65
Salesperson
Vocational Education 2.10
Scientists 3.51, 7.3
Communication and Organizational Structures, Physicists 6.107, 6.191
Federal Health Services Programs 5.49, 5.57
Labor Market 6.27
Men and Women, Career Pattern 6.94, 6.145
Space Industry Cutback, Reemployment 2.38
Student Disillusionment 6.21
Unemployed, Job Search Workshops 3.47, 3.50
Unemployed, State and Local Public Service Jobs 3.46
Unemployment Rates and Characteristics .. 3.48, 3.52

Unemployment, Transition to Environmental Control ... 3.49
University, Reduced Research Funding ... 6.19
Work Instability, Effects on Worker ... 6.5
Secondary Labor Force
Effect of Protective Institutions and Measures of Primary Market ... 4.5
Information System ... 4.72
Youth Unemployment ... 6.13
Selection
New Careers in Health Services ... 1.145, 1.157
Self-Employment ... 6.180
Supply, Factors ... 6.214
Self-Image
Job Trainee, Social Reinforcement ... 1.110
Service Industry
Low Wage Workers, Collective Bargaining ... 4.10
Short-Term Manpower Projections ... 6.136
Upgrading ... 4.24, 4.36
Sex Differences
Changing Labor Force Participation ... 6.7
Discrimination, Labor Market Models ... 6.29
Discrimination, Private Efforts to Get Federal Action ... 6.70
Employment and Wage Differences ... 6.35
Teacher Attitudes Toward Department Heads ... 6.59
Wages, Urban Labor Market ... 6.197
Small Business Assistance
Minority Businesses ... 5.38
Social Change
Detroit Riot Arrestees, Characteristics ... 3.30
Racial Distribution of Income, 1940–70 ... 6.34
Technology Effects on Farm Workers ... 6.53
Social Characteristics
Negroes, Participation in Organizations ... 3.20
Social Factors
Job Satisfaction and Occupational Status ... 4.101
Job Tenure of Marginal Worker ... 6.67
Social Indicators ... 5.62
Social Reinforcement
Behavioral Training of Ex-offenders ... 1.95, 1.103
Job Trainee Task Performance and Self Image ... 1.110
Social Science Research
Synthesis for Manpower Field ... 5.5
Social Scientists
Private Industry, Demand ... 6.11
Social Security
Data, Manpower Program Evaluation ... 5.102
Social Structure
Transition from Welfare to Independent Status ... 1.181
Social Work
College curriculum, WIN staffing needs ... 1.178
Manpower Program Administration ... 5.69
Manpower Training ... 5.80, 5.91
Women, Career Pattern ... 6.176
Socioeconomic Status
White Married Males, 1957–67 ... 6.178
South ... 7.4, 7.11
Construction Apprenticeship for Negroes ... 3.26, 3.27, 3.35
Emigration of Southern Blacks, 1910–70 ... 6.69
Minority Women in White Collar Jobs ... 3.24
Negro Employment Patterns ... 3.19, 3.33
Negro, Federal Service and Construction Industry 3.23
Negro Upgrading in Paper Industry ... 2.16, 2.23
Rural Manpower Migration, Texas ... 6.207
Welfare Reform Legislation, Rural Areas ... 5.46
Welfare Reform Legislation and Status of Recipients ... 5.33
Southeast U.S.
Model of Rural NYC Program ... 1.15
Spanish-Surnamed Americans
NYC Rural Projects in Southwest U.S. ... 1.16
Transition from Farm to Urban Work ... 4.8
Staff
Attitudes ... 1.194, 1.209
Job Corps, Attitudes Toward Drug Abuse ... 1.212
Manpower Program, Training in Work-Sample Methods ... 1.91
Manpower, Training in Remedial Education ... 2.16
Training of WIN and Welfare Personnel ... 1.192, 1.193, 1.205, 1.208
Urban WIN Program ... 1.191, 1.205
WIN, Team Structure ... 1.187, 1.201
State
Economic Development and Employment ... 4.36
Employment Service R&D ... 5.14, 5.20
Manpower Projections ... 4.53
Salaries of Public Service Employees ... 5.71
University Human Resources Program ... 5.15, 5.21
WIN Program, Utilization of R&D ... 5.112
Steel Industry
Technological Change Effects ... 4.9
Suburban Areas
Blacks, Labor Force Performance ... 4.27, 4.47
Labor Market Expansion ... 4.9
Supervisors
Orientation Toward Negro Trainees ... 1.111
Role, NYC Program ... 1.30
Survey Interview
Labor Force Survey ... 4.46

T

Taxes
Income Redistribution, Impact on Labor Supply ... 6.101, 6.172
Supply of Labor ... 6.130
Teachers
Attitudes Toward Men vs. Women Department Heads ... 6.59
Effect of Advanced Education ... 6.140
Married, Labor Market Supply ... 6.190
Mobility Patterns, High School ... 6.38
Wage Determination ... 6.85
Technical Assistance
Household Service Programs ... 1.50, 1.64, 1.67
Technicians
Education and Earnings ... 6.218
Technology and Technological Change
American Agrarian and Labor Movements ... 6.66
Citrus Industry, Demand for Labor ... 4.37
Coal Mining ... 4.39
Division of Labor and Alienation ... 4.105
Effects on Farm Workers ... 6.53
Fruit and Vegetable Harvest Mechanization ... 4.48
Labor Force Composition, 1950–60 ... 6.99, 6.158
Management, Effect on Work Groups ... 6.175
Need and Job Satisfaction ... 6.115, 6.215
Obsolescence of Engineers ... 6.216
Railroad Industry ... 6.110, 6.194

Skill Demand 4.32
Telephone Industry
Human Resource Center 2.41
Training Programs, Survey 2.31
Testing 3.70, 5.23
Civil Service Test, Preparation of Disadvantaged 1.75
NYC Out-of-School Enrollees, Assessment and Guidance 1.85
Proficiency Exams, Medical Technicians 1.89
Visually Impaired, Job Readiness 6.47
Written vs. Work-Sample Tests for Disadvantaged Job Applicants 1.86
Tool and Die Maker
Apprenticeship 2.9
Training 2.46
Training Methods
Individualized, Apprenticeship 2.3
Job Skills, Simulation and Programed Instruction 1.47, 1.55
Transportation Industry
Job Opportunity Program 2.49
Training as Mechanics and Drivers 2.39, 2.50
Trucking Industry
Employment Project 2.43
Job Training 2.32
Minority Workers and Entrepreneurs 3.25
Turnover 5.62
Job Tenure of Marginal Worker 6.67
NAB-JOBS 6.171
Racial Differences in Unemployment 3.17
Training Programs of Disadvantaged 1.34
U.S. Industry, Analysis 6.155

U

Unemployment 4.9, 4.36, 5.62
Demand in Public Sector Employment 4.26, 4.43
Engineers, Survey, Adjustment 3.45
Hard-Core Unemployed 3.91
Hard-Core Youth Unemployment 6.131
Inflation, Manpower Policy 5.47
Inflation Tradeoff 6.43, 6.84
International Differences 6.128
Middle-Aged Workers 3.98
Minimum Wage as Cause 6.14
Negro Teenage Girls 3.28, 3.37
New Labor Market Entrants 4.59
Older Blacks 4.9
Physically Handicapped, Employment Services .. 3.95
Racial Differences 3.17
Rates, Commuting and Geographical Analysis ... 4.9
Reemployment After Layoff 6.116, 6.219
Regional and Overall, and Wages 4.14
Scientists and Engineers ..... 3.44, 3.47 to 3.51
Training Laid Off Industrial Workers ... 1.140, 1.171
Trends in 1960's, White-Collar vs. Blue-Collar Jobs 4.9
Urban Core 4.23, 4.35
Youth 6.13
Youth, Cross-Cultural Comparisons 4.9
Youth, Federal Programs 6.58
Youth, Rural Area 3.94
Unemployment Compensation
Recipients, Employment Program 1.96, 1.107
Unemployment Insurance Wage Reports
Use in Manpower Program Evaluation 5.93
Unions
American Labor Movement 6.66
Construction Industry 4.87, 4.93
Economic Policy 5.64
Entry into Construction Unions 4.84
Low Wage Workers, Service Industry 4.10
Maritime Industry, Upgrading and Retraining 6.97, 6.148
New York City Social Services 6.20
Protection of Advantaged Jobs 4.9
Public Employee, Relation to Public Sector Manpower Programs 1.76
Public School Teachers, Wage Determination ... 6.85
Public Service, Mobility of Members 6.57
Pulp and Paper Industry 7.8
Railroad Industry 6.110, 6.194
Role in Construction Apprenticeship for Negroes 3.26, 3.27, 3.35
Teamsters Job Opportunity Program 2.49
Trucking Industry Job Training 2.32
Upgrading 1.159, 1.161, 1.167, 1.168
Blue-Collar and Service Workers 4.24, 4.36
Federal Government Employees 1.148, 1.170
Food Service Industry 1.132
Health Services 1.34, 1.145, 1.157, 1.160
Health Services, After-Hours Education 1.172
Household Service 1.48, 1.56, 1.58
Household Service, and Job Security 1.51, 1.69
Human Service Occupations, Paraprofessionals 1.132, 1.158
Human Services Public Employment 1.140
Impact on Mobility Patterns 1.137
Incentives for Employers 1.131
Industry 1.169
Large Industry Setting 1.46
Maritime Industry, Union Program 6.97, 6.148
Mechanization in Farm Work 1.139
Models, Private Industry 1.134
Negroes in Industry in South, Remedial Education 2.17, 2.23
Private Industry, Technical Program Assistance 1.147, 1.148
Program Development and Technical Assistance 1.130, 1.151
Puerto Rican Migrant Workers 1.164
Technique Evaluation, of Working Poor . 1.144, 1.155
Trucking Industry, Minorities 3.25
Utilization Study 1.138, 1.166
Upward Bound
Followup of Graduates and Dropouts 6.33
Upward Mobility Programs
Program Development and Technical Assistance 1.130, 1.151
Urban Areas
American Indians, Manpower Services 5.9
Business Role in Manpower PRograms 6.164
Conservation Project, Youth 1.54
Detroit Riot Arrestees, Characteristics 3.30
Economy, Employment Expansion 4.36
Ghetto, Economic Subsidies 5.62
Ghetto, Education and Training 6.167
Ghetto Jobs, Job Opportunity 4.28, 4.49
Ghetto Negro Corporations 6.2
Hard-Core Unemployed 3.91
High School Youth, Occupational Knowledge ... 6.74
Inmigration, Adjustment 4.50
Inmigration, Social Aspects 4.62

Investment Priorities in Black Communities 6.65
Labor Market 4.9, 4.36
Labor Market Expansion in Suburbs 4.9
Manpower Policy 5.56
Minorities in Urban Areas in U.S., 1900–40 ... 6.127
Minority Groups, Intrametropolitan Migration . 6.199
Negro Migration 6.82
New Businesses and Labor Market 4.30, 4.57
Poor, Labor Force Participation 6.177
Poor, Labor Supply Determinants 6.184
Poverty Residents, Work Attitudes 4.102
Race Differences in Job Search, Male Youth 6.39
Renewal, Impact on Black Businesses 6.56
Unemployment in Urban Core 4.23, 4.35
Wages, Sex Differentials 6.197
Youth, Manpower Program Evaluation 5.6

V

Value of Work
Attitudes of Young Men 3.69
Cross-Cultural Study 4.9
Verbal Skills
Job Skill Training by Pattern-Conceptual Learning Technique 1.47, 1.55
Veterans
Exemplary Rehabilitation Certificate and Access to Jobs 5.34
Jobs in Health Services 3.71
Military Training, Transfer to Civilian Life 6.40
Vietnam, Drug Abuse 3.72
WW II, Higher Education 6.108, 6.192
Visually Impaired
Employability, Job Readiness 6.47
Vocational Education 4.60, 7.4
Career Exploration 2.13
Cooperative Program 2.14, 2.15
Formal Education, Comparison 5.31
Job Content Analysis and Curriculum Changes .. 2.10
Preventing Dropouts 6.212
Use of Manpower R&D Findings 5.107
Vocational Guidance
Disadvantaged Youth 3.100
High School Youth 3.76
Occupational Knowledge, Urban High School Youth 6.74
Youth, Transition to Work 4.9
Volunteers
Services for Handicapped 5.10

W

Wages 7.3
Age, Sex, Race Groups, Changing Rates 6.7
Data, Manpower Program Evaluation 5.93
Geographical Area, Analysis 6.80
Homebuilding vs. Commercial Construction 4.82
Interindustry Determination 6.156
Job Characteristics, Labor Market Behavior 6.44
Migration and Relative Wages, Young Workers 6.113, 6.203
Private-Public Employment, Comparison 5.71
Regional and Overall Unemployment 4.14
Secondary Labor Force 4.5
Sex Differentials 6.35
Sex Differentials, Urban Labor Market 6.197
Small Labor Market, Laborers and Clerical Workers 6.111, 6.195
Teacher, Wage Determination 6.85
Women, 1900–60 ..... 6.24
Working Poor 3.62
Working Poor, Relation to Skills vs. Race, Sex, Location 6.49
Youth, Summer Jobs 3.82
Welfare Legislation
Public Service Employment 1.74
Rural South 5.46
Status of Recipients, in South 5.33
Welfare Recipients
Adjustment to Work Status 3.57, 3.60
Employed Mothers, Characteristics 3.64
Employed as Welfare Service Workers, Attitudes 6.12
Family Structure 3.54
Legislation on Public Assistance Employables 5.50, 5.59
Long vs. Short Term Enrollees 1.190, 1.205
Low Wage Job Career Patterns 3.56
New York Workfare Program 5.40
Potential Recipients, Characteristics 3.59, 3.63
Public Service Employment 5.75
Review of Research Findings 5.78, 5.86
Women, Work and Home Life 3.58, 3.61
Welfare System 4.9, 4.36
Black Migration and Family Stability 6.96, 6.147
Impact on Labor Supply and Family Stability 6.93, 6.143
Staff Training 1.192, 1.193, 1.207, 1.208
White-Collar Jobs
Minority Women 3.24
Racial Discrimination and Job Development 3.21
Women 7.6
AFDC, Decision to Enroll in WIN 1.177
Apprenticeship in Trades 2.6
Black College Women, Occupational Choice 4.99
Career vs. Homemaking Orientation 4.100
College, Factors in Employment 4.18
Discrimination, Labor Market Models 6.29
Discrimination, Professional Careers 4.91
Employment and Fertility 6.30
Employment Service and Job Development 3.68
Exclusion from Advantaged Jobs 4.9
Family Heads, Impact of Welfare System . 6.93, 6.143
Girls in Residential Center 3.90, 3.96, 3.99
History, 1900–69, Education and Occupational Analysis 6.24
Labor Force Participation 3.43, 3.93, 4.17, 4.29, 4.51, 4.59
Labor Force Participation and Fertility 6.3
Labor Force Participation, Young Women 4.51
Low-Wage Workers, Characteristics 6.50
Manpower Training Programs 6.42
Scientists and Engineers 6.94, 6.145
Minority Women, White-Collar Jobs 3.24
Negro Teenage Girls, Employment Services 3.28, 3.37
Offenders, Rehabilitation 3.4, 3.6
Older Worker, Reentry to Labor Force 6.133
Physicians, Career Patterns 6.86, 6.124
Poverty, Health, and Employability 3.55
Social Workers, Career Pattern 6.176
Welfare Recipients, Work and Home Life . 3.58, 3.61
Working Welfare Mothers, Characteristics 3.64

WIN (Work Incentive Program) 4.9
Administration, Coordination of Services 1.183
Administration, Enrollment 1.176, 1.177, 1.179
Dropouts 1.182
Effects of Overindebtedness and Garnishment 1.195, 1.210
Employability Development Teams 1.189, 1.203
Legal Aspects, Noncompliance 1.173
Long vs. Short Term Enrollees 1.190, 1.205
Orientation Training 1.188, 1.202
Priorities for Recipient Services 1.174
Professional Staff Education 1.178
Research Utilization 5.112
Rural Areas 1.180
Staff Attitudes 1.194, 1.209
Staff Training 1.192, 1.193, 1.207, 1.208
Tax Credits for Employers 1.185, 1.197
Team Staffing 1.187, 1.201
Transition to Economic Independence 1.181
Transition to Regular Work Force 1.186, 1.198
Urban Program, Administration 1.191, 1.206
Work Orientation of Enrollees 1.184, 1.196
Youth, Characteristics and Success 1.175
Wood Products Industry
Labor Market, Elasticity 6.90, 6.132
Work
Meaning 4.98, 4.104
Quality of Work and Working Life 4.99
Work Attitudes
Accuracy of Job Descriptions and Behavior 4.98
Job Satisfaction 6.121
Long vs. Short Term Welfare Recipients 1.190, 1.205
Poverty Area Residents 4.102
Welfare Recipients as Welfare Service Workers . 6.12
WIN Enrollees 1.184, 1.196
Work Experience
Orientation for Hard-Core Unemployed 1.44
Youth Summer Employment Programs 1.40
Work Patterns
Life Cycle 6.15
Work-Release
Prisoners, Status of Laws 3.7
Work Sample 3.70, 5.23
Assessment and Guidance of Job Training Enrollee 1.94, 1.101
Job Trials for Selection and Upgrading 1.87
Manpower Staff Training 1.91
Work Simulation Training of Job Skills ... 1.47, 1.55
Written Test Comparison 1.86
Work-Study Programs
Health Care Career Training 1.2
High School and Local Industry Cooperative Programs 2.15
NYC, Evaluation of Out-of-School Programs 1.5, 1.6, 1.8, 1.31, 1.32
NYC High Schoolers in Community Colleges 1.3, 1.29
NYC Out-of-School Enrollees in Community Colleges 1.4
NYC, Preparation for Health Careers 1.22
NYC, Professional and Technical Employers 1.10
NYC Inschool Enrollees in Watts 1.20
NYC, Social Science Research Training ... 1.23, 1.28
NYC Summer In-School Program 1.18
Nursing Career Ladder Development 1.154
Residential Camp Saugus for Watts Youth 1.21, 1.26, 1.43
Young Adults 2.25
Work Training
Guidance Measures, Youth Program 1.100
Working Hours
Scheduling, Government and Industry Policy ... 4.97
Education and Labor Force Participation 5.62
Family Structure 3.54
Review of Research Findings 5.78, 5.86
Upgrading and Public Service Employment 1.141
Upgrading Technique Evaluation 1.144, 1.155
Wage Rate, Relation to Skills vs. Race, Sex, Location 6.49
Wages 3.62
Welfare Reform Legislation in South 5.33
Worklife Instability
Space, Defense, and R&D Industry 6.5
Workmen's Compensation 5.99, 7.1
Legislation and Administration 5.41

Y

Youth
Alienation, Flexible Training 5.111
College, Alienation and New Vocations ... 3.77, 3.79
College, Attitudes Toward Work 3.73
Construction Trades, Pre-apprenticeship 2.8
Desegregation of Military, Effect on Children 4.9
Disadvantaged, Vocational Guidance 3.100
Educational and Employment Experience 4.51
Employment, Minimum Wage Legislation . 5.48, 5.57
Employment Services 3.103
Girls in Residential Center 3.90, 3.96
Guidance Measures in Work-Training Program . 1.100
Hard-Core Unemployment 6.131
Health Career, Summer Employment Program .. 1.13
Job Placement and Vocational Guidance 3.76
Job Search Race Differences 6.39
Job Training Success Factors, Negro, Inner City 1.63
Juveniles, Probation Officers vs. Volunteers as Counselors 6.92, 6.138
Labor Force Dynamics 4.16, 4.17, 4.50, 6.168
Leadership Institute 1.214
Low Income Youth 3.86
Manpower Program Evaluation 5.6
Manpower Techniques 3.70, 5.23
Migration, Relative Wages 6.113, 6.203
Negro High School Dropout 3.85
Negro Teenage Girls, Employment Services 3.28, 3.37
NYC-Type Residential Camp Saugus . 1.21, 1.26, 1.43
Occupational Knowledge 6.74
Remedial Education, Residential School 2.29
Residential Center, Supportive Services 3.81
Residential Centers 5.28
Summer Camp 3.97
Summer Employment Programs 1.40
Summer Jobs, Earnings 3.82
Transition to Work 4.9
Unemployment 6.13
Unemployment, Cross-Cultural Comparisons 4.9
Unemployment, Federal Programs 6.58
Unemployment, Rural Area 3.94
Urban Conservation Project 1.54
Value of Work 3.69
Work Experience and Career Exploration 2.12
WIN, Characteristics and Success 1.175

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